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PARLIAMENT AND YOU
By T. W. Burden, M.P.
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TOWARDS NATIONAL GRADING

HE Charter, already adopted by approximately one-third of the local authorities the country, and likely very soon to have en put into effect by the majority, is having smoother voyage than most of us expected r the first attempt to impose national standrds upon so diverse and jealously autonoous employers as local authorities. But ere is, of course, a big difference between loption of a principle and giving effect to details, and the real test is only now beginng, as staff committees determine the gradg, within the scales above the general division, individual posts and officers. How far that st is being adequately met we shall not know r some months yet.

There has been a good deal of criticism of e National Council for what the critics escribe as its failure to fix in advance the ppropriate grade for each class of post. he absence of recommendations for detailed rading, the critics contend, will have the effect depriving many officers of the financial dvancement to which they consider themlves entitled, since local authorities, they rgue, will regard existing salaries as the appro-iate yardstick and merely put each officer ithin the grade nearest to his existing salary, ius perpetuating all those divergencies of andard between one authority and another hich the national scheme was designed to iminate.

n Impracticable Demand

Yet, while there is clearly some force in is argument—a cogent statement of which ppears in the letter from "Engineer" on age 103—it is difficult to see what else ie National Council could have done. To ave prescribed an appropriate grading for very one of the hundreds of different posts in ocal government would have involved months, not years, of close inquiry and endless rangling among the different interests con-erned. Consider the time taken by the Tushcliffe Committee, for example (spurred n as it was by Government pressure and the ritical shortage of nurses) to formulate scales or one section of the service only. Yet, by omparison with the service as a whole, the roblem of nurses' salaries is a simple one. Had the National Council done as the critics esire, the promulgation of the Charter might ave been delayed for years—and there would e no certainty, even then, that the gradings recommended would be acceptable, to the ocal authorities or to their officers (the one rading it has recommended, that for newly-ppointed sanitary inspectors, is under fire lready, as our correspondence columns this ionth indicate).

In these circumstances, the only possible ourse, surely, was that which has been taken—o approve the Charter in broad outline, to ecure its adoption by local authorities, to ave them to fix gradings in the first place, and simultaneously to examine the position in detail, but at leisure, issuing recommendations as they can be agreed. Such a course was more likely to commend itself to the local authorities (still inclined, let us not forget, to be jealous of their independence) than would have been the alternative of telling them precisely what they must pay to every officer; and the speedy and widespread adoption of the Charter indicates that this has, in fact, been the case.

At the same time, NALGO is now discussing with the sectional and professional associations represented on the NALGO Consultative Committee the application of the grades to individual groups of officers. Not every sectional and professional association, unfortunately, is yet represented on the Consultative Committee, nor is every officer represented by an appropriate society, though most are: but the Association will readily hear the views of every interested group.

Roundabout—But Sure

As soon as these discussions have been completed, the various proposals will be co-ordinated, related one with another into a logical and coherent scheme, and presented to the staff side for its consideration and submission to the employers. By that time, no doubt, the National Council will also have before it, as a further guide, the results of grading as adopted by a number of local authorities, and possibly the decisions of some of the various provincial appeals committees on disputed points. It will thus have a good deal of information—much more than it possesses now—upon which to base its own recommendations. Those recommendations, when agreed, will supersede any interim gradings adopted locally, and will become standard for the country as a whole. We shall thus, eventually, reach the goal of national grades as well as national scales. Admittedly, the route is a roundabout one, but it will be surer than would have been any attempt to enforce empirical grades at this stage, and it may well be speedier, since the gradings finally approved will stand a better chance of acceptance by local authorities as a whole.

Better Salary Standards

In determining appropriate gradings, it is to be hoped that local authorities, the staff side, the employers' side, and the National Council as a whole, will both investigate, and have regard to, the real changes in the value of money since 1939, and the need for local government to live up to the standard of the good employer. On the first point there is, unfortunately, a good deal of confusion and conflict of opinion. The only official standard, the Ministry of Labour's cost of living index, based as it is on the items of a working-class budget in 1904 (most of which are subsidised today to keep the index steady) is admitted on all sides to provide no accurate reflection of price increases. Against its 30 per cent increase since 1939, the *Economist* recently estimated that, to give a man in the middle-class the same purchasing power today as he had in 1939, it would be necessary to increase a pre-war income of £400 a year to more than £600, and a pre-war income of £800 to nearly £1,400. The Charter and the cost of living bonus, good as they are, have certainly not done that. Moreover, we are committed not merely to maintaining a pre-war standard—which for most local government officers was too low then—but to improving on it.

For the present, no doubt, it would be contrary to the national interest to insist even upon restoration of the full pre-war purchasing power, since to do so would contribute to inflation. But increasing production, it is to be hoped, will eventually exorcise the inflation bogey, and the service must then be ready to stake its claim for a fair share of the national income.

On the second point, that local authorities should live up to the standards of the good employer, is it not time that we moved beyond the present position? That, it will be remembered, was defined, in the statement introducing the Charter, in the words: "Local government should not take the lead in determining salary standards, but should be in the 'first flight of good employers.'" That definition bears a close parallel to the famous Tomlin formula by which civil service standards are

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now judged, namely that civil service remuneration can "come under consideration only in the light of any substantial change upwards or downwards in the level of remuneration outside the civil service."

But that formula has come under fire lately from an unexpected source. Mr. Bevin, speaking in the Parliamentary debate on the Trades Disputes Bill, denied that the Treasury followed the practice of the best employers. "The Treasury," he said, "follow the basic agreements — a far different thing. The Treasury have never been willing—we hope to improve them with a little pressure—to become a model employer." This pronouncement—upon which civil servants have been quick to seize—implies (*a*) that the civil service today lags behind private employment in salary standards and (*b*) that the Government wants it to take the lead. And if the civil service, why not the local government service, too ? The two services are today more closely interdependent than ever before : neither can function without the other, and both are engaged on broadly similar tasks, the one administering national social policy in broad outline, the other applying it in the field. Public service has become one of the most essential national industries, calling for the highest qualities in its administrators. In the national interest it must no longer lag behind, but must give a lead in salary standards—for all ranks. It is to be hoped that the National Whitley Council and the local authorities will have these considerations well in mind in the months to come.

"Bigger and Better Bureaucrats"

HOW are we to reconcile the need for planning, for the organised control of our communal lives, with personal freedom and initiative ? F. J. OSBORN, the town-planning expert, offers one solution of this recurrent dilemma. If we don't plan, he argues in a recent book, we get in each other's way ; if we do, we may bind ourselves in the tutelage of public officials whose control of our doings, however efficient, may become even more repugnant than the chaos of an unplanned State. And the remedy, says Mr. Osborn paradoxically, is to give the officials not less, but more, power ; or more precisely to allow them wider discretion in the way in which they exercise their power.

The significance of this view can best be seen by considering an example : a local authority administering the laws relating to building and planning usually reduces the principles on which it works to a code of rules. However well drawn the code may be, there must inevitably be instances in which its strict application frustrates the purposes for which the law was made ; social life is so varied and complex that it can never be brought within the compass of a uniform body of rules without some miscarriage of "natural justice." Can we not replace our codes, asks Mr. Osborn, with a few principles, and authorise our officials to apply them appropriately to individual cases ?

It is an ingenious argument which, as a broad ideal, will commend itself to local government officers. But much thought must be given to the conditions necessary for it to be translated into practice. For, on the one hand, we must ensure equality of treatment for all citizens—a fair measure of certainty of what the law is and how it will apply to each case, and absolute certainty that it will be administered impartially—and, on the other hand, we must have administrators who, while fully assured of the principles on which they are charged to work, are gifted with enough imagination and insight to get to the heart of each case. They must, in a phrase, be adaptable but not pliant. This implies two things : a qualified, trained, and responsive staff on the one side, and on the other a broadminded local authority willing to delegate powers generously but able to ensure that they are not abused. That is what Mr. Osborn implies in his slogan "Bigger and Better Bureaucrats."

The Social Survey

MORE is likely to be heard in local government about the social survey, the Government research organisation which establishes the facts of social problems and ascertains the attitudes of the public towards them. The survey works by interviewing selected samples of the community and recording the results of the inquiry statistically. In a recent lecture to the Institute of Public Administration, LOUIS MOSS described the survey's wartime contribution to knowledge of public needs in such fields as housing, health, feeding, and clothing. Examples were the regular studies made for the Board of Trade to estimate current shortages and to determine what sections of the people and what part of the country were most affected, the inquiries into the reluctance of women to enrol in the A.T.S. or to become nurses, and the investigation, for the Ministry of Works, of current facts about domestic lighting and heating.

Future work will necessarily depend upon Government policy, but it seems clear that at least one major field will be in the use of manpower. Further, any serious attempt to maintain a high level of employment must be based on accurate information about popular incomes and expenditures, and a third subject might be consumption tastes and habits and the specification of minimum standards—such as those established under the utility system.

The survey, Mr. Moss emphasised, does not supplant normal democratic methods of consultation between the government and the electorate ; but it can supplement those methods. Elections provide for the regular consultation of the people on matters of principle ; but arising out of such broad decisions are the hosts of details reached at the executive and administrative stages. The survey enables the administrator to deal with such issues with full knowledge of the social facts and attitudes involved, and by this means it makes a contribution to the full implementation of the people's will.

Such a survey is implicit in the recommendation of the NALGO reconstruction committee that one of the duties of a local authority public relations machine should be "to investigate public responses, complaints, and needs" and, as a result of such investigation, to enable the local authority to provide the community with what it wants in the way it wants it. Every town must contain examples of good schemes spoiled, of admirable services unused, and of needs unmet, simply because the council did not know what the citizens really wanted, or what they did not want. The survey method is not, of course, infallible ; few people know what they want, anyway, until they have seen it ; but, carefully made, it can provide a more accurate and reliable guide to public need and opinion than is obtainable in any other way. It would be helpful were the social survey to put its services at the disposal of selected local authorities, for an experiment into this aspect of public relations.

"Living Communities"

METROPOLITAN members, and delegates passing through London on their way to or from Conference, will find much to interest them in an exhibition under the title "Living Communities" which is to be opened by LEWIS SILKIN, Minister of Town and Country Planning, at County Hall on June 4. The exhibition has been arranged by the London Council of Social Service, and will remain open until June 15.

The central exhibit, prepared by the National Council of Social Service on behalf of the National Federation of Community Associations, consists of 16 panels illustrating the way in which community centres and associations are helping to create the living communities of tomorrow. The panels are grouped round a model which shows how the widely differing interests of a local community can be brought together and enriched by the community association and centre.

Other stands give examples of actual activities in community centres in Greater London, show how the statutory authorities can help the community associations to develop communal activities, and illustrate how voluntary agencies can join the partnership in the service of the community.

BUILDING SOCIETY'S INVESTMENT BOOM

Members Welcome Lifting of Restrictions

MEMBERS are eager to take advantage of the Nalgo Building Society's decision, briefly announced last month, to relax the restriction of accepting only £10 a month for investment, imposed during the war when building was at a standstill. In future, up to £5,000 may be accepted. This may stand in the member's name, in his wife's, or in their names jointly, and may be placed in shares or deposits, or spread over both.

The tax-free interest on shares is two per cent, and on deposits 1¾ per cent, showing a GROSS yield of £3 12s. 9d. and £3 3s. 8d. respectively, where the investor is liable to income tax at the full standard rate of nine shillings in the pound.

The net yield of £2 per cent. on shares, compares favourably with the net yield on Post Office Savings Bank accounts, of £1 7s. 6d. per cent, when tax has been deducted at the full standard rate.

The big jump in mortgage business reflected in the increase in applications for advances from about ten a week last year to more than seventy a week at present has created a profitable outlet for members' savings of a volume unprecedented in the history of the Society. The savings so invested are used by the Society to enable members of the Association to buy their homes at the low rate of 3½ per cent—*the lowest being charged by any building society.*

A further improvement in the service is the new scale of survey fees, operating from last month, and involving reductions in the expenses members incur on borrowing for the purchase of certain classes of property. The reductions affect houses costing between £750 and £1,250—the range within which most of the applications for mortgages fall. The new scale is :

Price	*Fee*
Up to £500	£2 0 0
£501—£750	£2 10 0
£751—£1,000	£3 0 0
£1,001—£1,250	£3 10 0
£1,251—£1,500	£4 0 0
£1,501—£1,750	£4 10 0
£1,751—£2,000	£5 0 0
Over £2,000	by arrangement.

These new decisions are in pursuance of the policy of the Society to provide the finest possible service for members, investors and borrowers alike. Since its formation in 1932 it has helped nearly 10,000 to buy their homes, of which nearly one-third are now held free of mortgage, the repayments on them having been completed. More than £1,325,000 has been paid out in *interest* to investors.

It is the aim of "Local Government Service" to encourage the fullest freedom of opinion and expression within the Association. Unless the fact is expressly stated, therefore, views put forward in the journal—whether in the editorial columns or in signed articles—should not necessarily be regarded as expressing the considered policy of the Association.

The Town Hall Takes the Air—Inside Story of "A Penny on the Rates"

By DOUGLAS HOUGHTON, the well-known Educational Broadcaster

HE first Forces Educational Broadcast went on the air at 10 a.m. on September 1945. Five days later we began six weekly ›grammes on local government, included in curriculum of this new experiment in ult education.

Forces Educational Broadcasts were pro-led at the request of the Director of Army ucation (speaking on behalf of the Navy and r Force) to supplement the Forces' own ucational schemes. It was proposed that oadcasting should be used "on lines follow-g as near as possible the plan by which hool broadcasts sustain and supplement assroom teaching."

Three months before F.E.B. were due to gin, I was entrusted by the B.B.C. with the b of preparing the programmes "dealing th local government." The title selected as "A Penny on the Rates."

Each programme was to last twenty minutes; e broadcasts would be heard by troops at me, in occupied Europe, and in the Mediter-nean, and listening would most likely be mpulsory! I was given a free hand to list what help I needed, and to bring other eakers into the programmes.

Little guidance was available as to the kind student we should have. We did not know, r instance, whether those listening would be ere of their own choice, or whether troops ould be ordered to fall in for "A Penny on e Rates." There was doubt whether those ho were keen on listening to the whole series ould be able to do so.

Holding the Unwilling Listener

To meet these two uncertainties we decided) that we must try to attract and hold the ar of those with no pre-disposition to listen, nd (2) that each programme should, as far as ossible, be independent of the others.

Experience proved us to be right; the orces had too much else to do in those few onths after victory in Europe to be able to ort themselves out according to educational terests. Each listening group was more kely to be a cross-section of the unit than a lass of students of local government.

Having got to know what little was then nown about the listening end of Forces ducational Broadcasts, I began to get ideas nto shape for the actual programmes. Then went to look for help. Through my member-hip of the Institute of Public Administration, met ERNEST LONG, Secretary of the Institute f Municipal Treasurers and Accountants.

We decided to go into partnership on this enture. With the special emphasis on the nancial side of local government suggested n the title "A Penny on the Rates," Mr. ong's experience and knowledge was in-aluable. His dramatic sketches of meetings f finance committees and of the full council onsidering the report of the finance commit-ee, had the merit of combining interest and musement with integrity. They set the tandard of the series. We aimed at producing rogrammes which would be worth listening o in the town hall as well as in the barracks.

In the course of the two series—the first six roadcasts were later followed by six more—ve employed a wide range of broadcasting echnique without consciously sacrificing their ducational value or striking a false note. What the Forces would think of them was the nain consideration, but what local govern-ment officers would think of them was hardly ess important.

I kept my eye on the former and Mr. Long n the latter, and between us we probably saw he thing in perspective.

After a great deal of discussion between us and consultation with the Manager of the Forces Educational Broadcasts at the B.B.C., this was the syllabus agreed upon:

1. A parachute sergeant (the real thing!) asks some questions Forces men and women are asking about local government.
2. The sergeant meets a councillor (the Mayor of Coventry, Ald. G. E. HODGKINSON, J.P.) to find out what local authorities are doing—especially about housing!
3. Local authorities and how they work; how rates began; Local Government Acts, 1888 and 1894; county councils, county borough councils, district councils—with dramatic "flashes" to give light relief in the middle of a 20-minute straight talk.
4. Getting down to brass tacks—the local authority's housekeeping—the debit side—with dramatic interludes of meetings of the finance committee of Nonsuch County Borough Council—the "budget" speech at the full council meeting.
5. Local authority housekeeping—the credit side—where the money comes from—rates—Government grants—trading profits.
6. Controversial questions about local government, asked by the parachute sergeant and fought out by Ernest Long and Douglas Houghton in six three-minute rounds:
   (a) Is local government a bit of a jumble, and how can it be simplified?
   (b) Should there be fewer local authorities?
   (c) Do a lot of old women sit on the council?
   (d) What's wrong with the rates?
   (e) Should rates be abolished?
   (f) What's ahead of us in local government?

All programmes were scripted, but the questions asked by the parachute sergeant in the first programme and the talk with the Mayor of Coventry in the second were the boiling down of actual conversations.

The War Office supplied the parachute sergeant; just as listening to Forces Educational Broadcasts was made a "parade," so Sgt. BARLOW was ordered to report at the B.B.C. to see Mr. Long and myself, without having the slightest idea what it was about. He was a bit taken aback when he found out, but later said he would "do anything for 48 hours' leave"! He had never been to the microphone before; he had enlisted at 21 and was then 26; he had never paid rates himself but had heard his father grumble about them; he had never had a vote either at a Parliamentary or a local government election; he was single when he joined up and had since married and had one child.

His knowledge of local government was nil; he believed that "a lot of old women sit on the council" (and vote against Sunday cinemas); and he wanted a *house*, "not one of these temporary pill-boxes."

"They Liked the Sergeant!"

He was an engaging fellow, in the pink of condition, and had been a clerk before the war. The parachute sergeant sobered us down. We scrapped a lot we had done and started again—from scratch.

During the six weeks the programmes were on (the first weeks of the Forces Educational Broadcasts) the B.B.C. were trying to get progress reports from education officers. We were told of some which had been received. Some were favourable, and some reported "rates" to be hard going. We plugged away on the air and into the blue.

Later, the manager of the F.E.B. went over to Germany to see for himself. I asked him what impressions he came back with of the way the six programmes had been received over there. "Oh," he said, "they remembered the sergeant; they liked him."

The B.B.C. decided on a further six programmes under the same title, commencing March 12 this year. Ernest Long and I again collaborated in writing the scripts and in broadcasting them.

By this time, some electioneering had been done, and more was to follow. Pennies were going on the rates; local authorities were getting into their stride on post-war tasks, and there was plenty of talk about housing.

All that, and the fact that Forces Educational teething troubles were over, gave us a good start.

For the second six programmes, we started all over again. None of the material of the earlier series was repeated.

In six sessions we tried to do four things—

Who the local authorities are.

What it is they do.

How they are equipped and organised to do their job, and

Where the money comes from to pay for it.

Dramatised Incidents

In these programmes we made much more use of the dramatic technique.

We started off with a sketch of an election meeting in a local schoolroom with interruptions from a demobilised soldier (again the real thing), who subsequently came to the microphone to ask a few questions.

Later in the first programme, we gave dramatised versions of an elector going to vote and of the declaration of the poll. These dramatic interludes were performed by the members of the repertory company. They were rehearsed beforehand but acted "live" in the studio at the time of the broadcast.

It would be interesting to the listener to see how "live" acting before the microphone is combined with "effects" on gramophone records, e.g. the cheering at the declaration of the poll; the children singing in school, and the trundling noise of a tramcar—all of which were played on records to fit in with the studio performance.

The producer controlled the whole show from behind his glass panel and gave us our cue by flashing the green light in the studio.

Our demobilised soldier appeared in every programme except one. We took him to a finance committee, a housing committee, a council meeting and on a "tour" of the town hall, in which he buttonholed the council's permanent officers and quizzed them about their work.

All parts were played by repertory players except in one sketch, where the chairman of the finance committee had an informal talk with the borough treasurer about the estimates. In that, Ernest Long acted a part he had played in real life many times before. I did my best to sound authentic as a rather pompous chairman who wanted to raid the balances and persuade the treasurer to write his "budget" speech.

In the second series we did not repeat the exceedingly laborious task of writing scripts from transcribed shorthand notes of actual conversations with soldiers who wanted to know. We used our imaginations instead, until the seventh programme in Request Week. For that we did go to the Forces themselves—some fellows from one unit came to the studio to see us at work. We drew on their questions and comments for the final programme. In the second series we reversed the emphasis—we piped down on rates and stepped up on the practical work of local authorities, especially on topical questions like housing.

(Continued on next page)

"Selling" Good Health – Scotland Gives a Lead

By W. ANTHONY, Public Health Department, Edinburgh

EARLY in May, the citizens of Edinburgh began to see, in Princes Street and elsewhere, slogans with the words "Your Very Good Health!" The placards puzzled a few, but soon the man in the street was saying to himself: "Peace has really come again—here is the health department busy once more."

He was right. The City health department had joined forces with the Scottish Council for Health Education to run the capital's first post-war health week—one which might set the pattern for the whole of Scotland. This Scottish Council for Health Education, by the way, is only two years old, but already has every local authority in Scotland behind it.

The slogan, "Your Very Good Health" caught the public fancy, and the press was soon coining others, such as "Laugh and Grow

BE KIND TO YOUR STOMACH
Here are seven very simple rules about good digestion:—
(1) Don't go to work on an empty stomach.
(2) Take "regular" meals and "regular" exercise.
(3) Eat body-building and protective foods.
(4) Drink plenty of water.
(5) Avoid patent medicines, powders or pills.
(6) Visit your dentist at least once a year.
(7) Don't smoke just before meals.

One of the many delightful illustrations with which "Fougasse" reinforced the message.

Fit" and "Health with a Smile." Cartoonists and photographers got busy and one newspaper illustrated an article with a vignette of the medical officer of health, wearing a beatific smile and counselling the people to laugh and grow healthy. Coloured sketches by the inimitable Fougasse appeared in shop windows, buses, tramcars, offices, and factories, creating the liveliest amusement. The keynote of the campaign was happiness.

(Continued from preceding page)

We finished the second series on April 23, and signed off with this:

"Well, I'd like to say a word or two about the series. We've tried to give you some information and we've tried not to give it in a dull text-book manner. Although we've now had seven sessions of twenty minutes each, which totals up to over two and a quarter hours altogether, we've only been able to give you the bare bones of the structure of local government, how it got there, who keeps it there, and what it does, and if you want to know more, as we here hope you do, you'll have plenty of opportunity to find out when you get back home. And here let me say that one reason for the lack of interest in local affairs in the past has now been removed. We used not to have the vote—many of us—unless we were householders or lodgers; well now we have the vote if we live in a place. All who have a vote in a Parliamentary election now have a vote in a local election. So now you can't say it's up to the other fellow. You're in this as much as he is, and don't forget, if you don't pay rates now, you will one day, no doubt, and if you know what it's all for, then there's less chance of your thinking 'Ah, it's your money they want'—you know, just 'a legal swindle,' as I heard one chap call it. And when we hear people say in the bus, 'I see *we've* put a penny on *our* rates,' well then that'll be a sign of true democracy.

"One final word. If we're too lazy, too apathetic, or just too dense to govern ourselves, you'll bet somebody will always be ready to jump in and do it for us. That's how dictators are made."

The order of appeal was first to children, then to women, and finally to men. Twenty thousand copies of a "health quiz" were circulated throughout the schools. Since these had to be completed at home, mothers and fathers became as interested as the children in questions of hygiene and good citizenship, and more than 10,000 answers were received. The prizes, including a bicycle, two wrist watches, two fountain pens, and a dozen saving certificates, were presented at a rally of 2,800 young people in the Usher Hall, with a choir of 350 children providing the music, and a health tableau to lend added interest. The answers showed how well the children had learned their lesson. For example, replying to one of the questions for children under 12, "What is meant by good health?" one little girl answered: "Perfect bliss," and another wrote: "In good health you are strong, energetic and full of vitamins." To the question, "What does the medical officer of health do?" one child replied that: "Like an octopus he spreads his tentacles—not to crush—but to bring health, strength and happiness to the citizens," and a second answered in rhyme with: "Tends our bodily welfare, assisted by his staff, wishing that, like Audrey, we would laugh and laugh and laugh."

In addition, children heard a five-minute health talk at school each day for six days and were given a booklet illustrated by Fougasse and containing brightly-written health hints for all members of the family, together with a programme of the events during health week. Since there are 60,000 school children, the value of this propaganda was considerable.

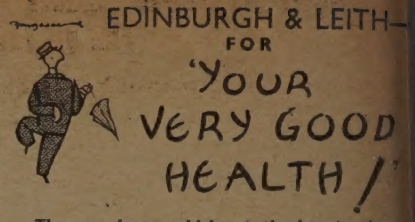
Displays and Exhibition

Outdoor events included "Keep Fit" displays in Princes Street Gardens every evening and on Saturday afternoons. These, including exercises, Highland, Sicilian, Portuguese and ballroom dancing, English Folk dancing and Scottish country dances, wrestling, netball, basket-ball, gymnastics, and fencing bouts, were seen by about 3,000 people at each session. At intervals "the open air doctor" gave a five-minute talk on the value of exercise in the fresh air.

Another popular feature was a health exhibition in the Royal Scottish Museum. Here were assembled attractive exhibits of mass radiography, occupational therapy, sanitation, veterinary science, smoke abatement, maternity and child welfare, the school medical service, and a model nursery filled with real toddlers, who made an irresistible appeal to visitors.

Mothers were specially interested in the school medical service exhibits, indicating the routine inspection system and the specialist treatment provided. At intervals, demonstrations of posture exercises were given by children from the orthopaedic clinic, and the headmaster of the hard-of-hearing school conducted audiometric tests. Although the exhibition could remain open only from 10 to 5 each day, more than 20,000 visited it in nine days, and the small cinema showing health films was packed at every session.

In Princes Street, the city's shopping boulevard and parade ground of citizens and sight-seers, almost every shop window had a Fougasse poster. One big store filled a window with a Fougasse tableau, and another gave the whole of two arcade windows, in one of which was staged a replica of a public health nursery, while the other was fitted up by nurses from one of the municipal hospitals as a model hospital ward, complete with bed,



The gay slogan which set the key to the whole campaign.

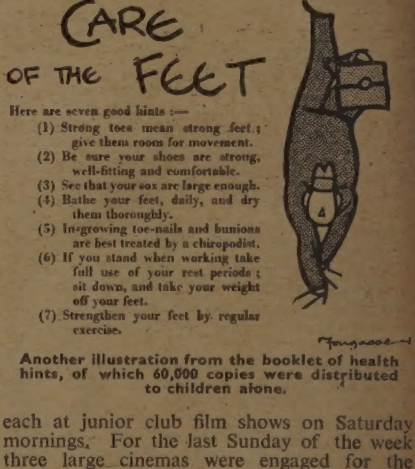
patient, and nurse—a display which helped the campaign for the recruitment of nurses.

Visits to factories were welcomed by employers, and useful contacts were made with workers at their lunch hour or tea breaks. One factory employing mainly women asked for a talk on the care of the feet, and this was given over the works broadcasting system to 2,500 people by a physiotherapist from the school medical service. The medical officer of health himself gave a talk to dockers because, he said, he thought he understood their language.

Two hundred ministers were asked to give five-minute sermons on health, and were supplied with the material.

Excellent co-operation from the cinemas, showing slides, enabled the health message to get across to 30,000 people, while each day a loudspeaker van toured the outskirts announcing the day's events. In addition, two large cinemas attracted 2,500 adults for a Sunday evening display of health films, including one about venereal diseases. It has been the practice in Scotland for this film to be seen by men and women separately, but the experiment of having mixed audiences proved completely successful, the audience showing no embarrassment in submitting questions which were handed to the stage on cards and answered frankly by a doctor. Bailie J. G. Banks, chairman of the health committee, commented on the serious and commonsense way in which the subject had been discussed by the audience.

Another cinema innovation was to have a doctor addressing two audiences of 1,000


CARE OF THE FEET
Here are seven good hints:—
(1) Strong toes mean strong feet; give them room for movement.
(2) Be sure your shoes are strong, well-fitting and comfortable.
(3) See that your sox are large enough.
(4) Bathe your feet, daily, and dry them thoroughly.
(5) Ingrowing toe-nails and bunions are best treated by a chiropodist.
(6) If you stand when working take full use of your rest periods; sit down, and take your weight off your feet.
(7) Strengthen your feet by regular exercise.

Another illustration from the booklet of health hints, of which 60,000 copies were distributed to children alone.

each at junior club film shows on Saturday mornings. For the last Sunday of the week three large cinemas were engaged for the display of health films, and at two of them brains trust sessions, with medical experts among the "brains," proved highly popular.

Altogether, there did not seem to be any propaganda ground left untilled, and the organisers were satisfied with the results. Councillor A. H. A. Murray, who is both city treasurer and chairman of the Scottish Council of Health Education, declared that the response of citizens had been overwhelming and had proved that, provided the right approach were made, health education was readily acceptable. The effort should not, however, be confined to a week in the year. Health education should be continuous.

Brentford and Chiswick Shows the Way to Public Relations by a Local Authority

By H. TOWNSHEND ROSE, M.Sc. (Econ.), LL.B., D.P.A., Assistant Solicitor, Brentford and Chiswick

T all started with the NALGO report on public relations. We sent it to embers of the Council and awaited results. here weren't any—at first. I was rather elieved. I had been branch P.R.O. for years, nd there was nothing much to do about it. t the annual meeting of the branch one oined in the titter when the chairman read Report of public relations officer," and was ewarded with a seat on the executive for nother year. But next time things might ot be so easy if someone had read the NALGO "White Paper." It had a sturdy ir of practicability that would take some lossing over. So I conscientiously opened a ile, "Public Relations—Policy Formation." hat was six months ago. To-day, I have ust completed arrangements for extending the ocal Information Bureau, and 45 local organisa- ions regard me as a kind of municipal aunt. hadn't thought of "public relations" in that ense.

Apparently, some of the members of the Council had read the report after all, and after the November elections they called for a sub-committee to consider it. That meant circulating the report all over again, to new members who had not seen it and to old members who had lost it or swore they had never had it. Then things started to move. The sub-committee met with a purposeful air, endorsed the report and, to my alarm, decided that it would like to have me as P.R.O. I did not want the job and I knew that the Hound of Heaven had nothing on the chairman of the sub-committee. That is how I became P.R.O. for the Borough of Brentford and Chiswick.

A Detailed Scheme

Our next move was a meeting of the sub-committee to discuss what we should do. The meeting had to be called after two other committees. Everyone was rather tired. After two hours of it, we had lots of points of view and no agreed viewpoint. Eventually, it was resolved that the chairman and the P.R.O. should prepare a scheme for the development of public relations.

The following week, I had an appointment with the Hound of Heaven, and this is what we evolved. (I give the scheme in some detail because it may be useful to others.) First, we examined the constitution of the sub-committee itself. It consisted of the mayor, deputy mayor, and chairmen of all committees which, incidentally, gave direct representation to all political parties on the council. We agreed the following terms of reference :

(*a*) the dissemination of information concerning the local authority, its work, services, and plans ;

(*b*) the investigation of public responses, complaints, and needs ;

(*c*) the development of co-operation and understanding between the local authority and the public ;

(*d*) the organisation and control of a local information service ; and

(*e*) the sub-committee to have power to act within its terms of reference and the limits of expenditure fixed by the council.

For the sake of brevity, we interpreted this "to make and maintain contact between the public and the council by all available means ; particularly through the Press and the Public Relations Council" (of which more later).

We started with the Press because we knew that we should need their goodwill and interest. We decided to call a conference of local Press representatives "to see what more can be done to assist them and also to secure their continued interest and co-operation in public relations." We had already decided that the council would maintain liaison with the Press through the P.R.O., and that all meetings of the Public Relations Council would be open to the Press. (When this conference was held, attended by the mayor, the town clerk, the chairman of the sub-committee, the P.R.O., and representatives of the four local newspapers, nothing startling happened, but I think the particular value of the meeting was that, for the first time in local history, the Pressmen were officially recognised as an "incorporate body" and a friendly hand was extended to them.)

Sir Stephen Tallents for Brighton P.R. Meeting

SIR STEPHEN TALLENTS, K.C.M.G., formerly Public Relations Officer at the Post Office, Controller of Public Relations at the B.B.C., and the "father" of public relations in this country, is to give an address on Public Relations in Local Government at the meeting of branch P.R.O.s and conference delegates to be held in the Pavilion Theatre, New Road, Brighton, at 10.30 a.m. on Monday, June 10.

In addition, four delegates who have done outstanding work in their own areas will initiate discussions on particular public relations problems as they affect NALGO.

- **G. H. Holt, P.R.O., Blackpool, on Public Relations by a County Borough branch ;**
- **W. G. David, P.R.O., Glamorgan and South Wales District Commmittee, Public Relations by a County branch ;**
- **W. Bonnin, P.R.O., Lambeth, on Public Relations by a Local Authority ;**
- **L. G. Sirett, Chairman, Metropolitan district P.R. sub-committee, on Public Relations by a District Committee.**

At 2.30 p.m., also in the Pavilion Theatre, there will be a meeting of education correspondents at which, after an address by the President, F. H. HARROD, M.C., B.A., discussions will be opened on :

- **Future Educational Policy in Relation to the National Charter—with special reference to training, promotion examinations, and the proposed Local Government Examinations Board ;**
- **Future Constitution and Functions of Area Education Committees ; and**
- **The Position of Branch Education Correspondents.**

In addition, representatives of area education committees will report activities of special interest.

All conference delegates, and all branch public relations officers and education correspondents who wish to attend these two meetings but who are not Conference delegates will be welcome. No tickets of admission will be needed.

All delegates and members visiting Brighton are invited to see the exhibition of public relations work and branch magazines, which will be staged in the Corn Exchange (adjoining the Dome).

A Public Relations Council

Next, we proposed that a Public Relations Council, mentioned above, should be set up. (We regretted the title later because of confusion with the borough council.) We thought the purpose of the Public Relations Council should be to serve as a two-way channel of information between the borough council and the community, and to advise the P.R. sub-committee on proposals likely to further the P.R. policy of the borough council.

We suggested that the P.R. Council should consist of one representative from each local organisation that could be described as religious, political, trade and industrial, cultural, or social welfare. We invited 63 organisations to appoint representatives and were careful to say that the list was not complete. Organisations we might have overlooked were still entitled to ask for representation.

Our scheme included a local information service. Points for decision were : where the bureau should be located ; how it should be staffed—by trained volunteers, we suggested ; during what hours it should be open ; and how we could best co-operate with the local Citizen's Advice Bureau. The C.A.B. (already housed in a council building adjoining the town hall) looked like being the core of the information service. It had done a good job of work during the war and had a stock of goodwill and experience with which it would have been foolish to compete. A conference with the local organisers to discuss ways and means was the next step. We also had some useful talks with the secretary and C.A.B. organiser of the London Council of Social Service—if you want to learn from the experience of others in this connection, ring Museum 4864. Present plans include improving accommodation for the C.A.B. (the borough treasurer's staff was in one of the rooms needed, so I put the Hound of Heaven on to him), augmenting volunteer personnel to open the bureau in the evenings, and developing a legal aid section.

Meetings, Visits—and Youth

Among other activities we suggested were a series of meetings, lectures, and debates to stimulate interest in local government. We emphasised the importance of talks being as light and attractive as possible. We also urged that visits should be arranged so that the public could see local government services in operation, and that visits of inspection should not be restricted to the borough. Finally, we emphasised the importance of the future citizens being a target for public relations. The teaching of citizenship in the schools should be encouraged, together with the visits, which we had suggested should be available to the schools and youth organisations. A conference with local teachers to give effect to this suggestion is on the horizon.

At the first meeting of the P.R. Council, 34 local organisations were represented and most of the borough councillors were present. The mayor presided and, after welcoming the delegates, handed over to the chairman of the P.R. sub-committee, who gave the "gen" on P.R. We were a little apprehensive as to what would happen next, but things rapidly livened up. There had never been an opportunity like this for the critics to say what they thought of the council. The chairman gave them their heads for a time, so that the discussion was both general and informative. Then we adjourned for light refreshments, arranged on the buffet system to mix folks up. When we resumed, the establishment of the Public Relations Council was acclaimed as a most desirable institution, long overdue. Arrangements were made for the first visit to be to the local health centres, with talks by the M.o.H. and the appropriate chairmen.

The next meeting of the P.R. Council (which the meeting insisted should not be later than a month ahead) is to be devoted to local housing. The chairman of the housing committee and the director of housing are going to have a lively meeting.

Well, there it is. If you want to see real local democracy in action, just call a meeting of representatives of local organisations and put the local council among them. From then on, public relations shapes itself by a process akin to chemical action. Or should I say atomic action ?

Parliament and YOU—Legislation Will Affect Many Officers

By Ald. T. W. BURDEN, J.P., M.P.

This month we inaugurate a new feature—an inside commentary on Parliament and its work, by an M.P. who has done much to see that the views and problems of local government officers are brought clearly before our legislators and that their interests are adequately protected. In future articles, Mr. Burden will continue to keep readers informed of what Parliament is thinking—and doing—about them.

THE Parliamentary machine is at present working at high speed. Committees begin at 10.30 a.m. and the House of Commons, meeting at 2.30 p.m., often sits on after 10.30 p.m. Bills are stream-lined, leaving much to be filled in afterwards by the issue of regulations. To the local government service, the work of Parliament is of supreme importance. Of the many topics now before it of special interest to local government officers, such as the New Towns Bill, and the Bill to repeal the Trades Disputes and Trade Unions Act, 1927, the National Health Service Bill is perhaps the most outstanding.

In the lobbies and smoke-room of the House there was general agreement that the speech in which Aneurin Bevan introduced the Bill was a first class Parliamentary effort. "Nye" has plenty of Celtic fire and eloquence, and his verbal duels with Winston Churchill during the Coalition Government will be long remembered. But responsibility has brought out new qualities. His Second Reading speech was able, well informed, and conciliatory. The Bill has now been referred to a Standing Committee and there is no doubt that many of the proposals will be strenuously opposed.

The cut and thrust of debate will be a testing time for the Minister.

The changes proposed are of vital importance to the local government service. The Minister will be directly responsible for all hospitals, municipal and voluntary, other than the teaching hospitals. Regional and local boards will be set up to carry out administrative duties as directed by the Minister. The areas have not yet been defined, but it is suggested that there will be between 16 and 20 regional boards. The members will be appointed by the Minister "for their individual suitability for the task." Local authorities, at present responsible for health services, are to be consulted about the persons with local government experience appointed to serve on the Boards. For each large hospital or for a related group of hospitals, local management committees are to be formed by the regional boards, and these must have members nominated by the major local authorities within the board's area. Small house committees for individual hospitals may be set up. The Minister will prescribe the limits within which the management committees are to function. Nursing and other general staff will be the employees, not of the local management committees, but of the regional boards.

Domiciliary and clinical services, together with new health centres, are to be administered by county and county borough councils, again subject to the Minister's general direction and approval.

The Health Service Bill is complementary to the National Insurance Bill, both of which will have far-reaching consequences for the staffs of local authorities. The National Insurance Bill provides benefits for children, the sick, the unemployed, and the aged; and if it should be necessary for the insurance benefits to be supplemented this, it is understood, will be the responsibility of the Assistance Board. Public assistance officers, many of whom were transferred from the boards of guardians to county and county borough councils by the operation of the Local Government Act of 1929, will once again, therefore, be in a position of uncertainty as to their livelihood. It is unfortunate that the Government would not accept the compensation clauses submitted by the Associations concerned.

"Well—how much?"

Similarly, the National Health Service Bill will affect many local government officers, although the full extent of its effect is not yet clear, since the location of the regional boards has not yet been decided, nor, apparently, the administrative framework. But it is clear that, by making hospital treatment "free" except for a minority of paying patients, the Bill will do away with most of the present administrative and clerical work. In addition, medical officers of health will lose the general supervision of municipal hospitals, and social welfare and public health staffs will cease to perform many duties in connection with admission of patients to hospitals.

It must not be overlooked that local government officers who may be transferred to the regional boards will be brought into contact with officials from voluntary hospitals who have had quite different training and experience.

Fortunately, the Health Service Bill contains compensation provisions and these are being examined carefully to ensure that adequate protection is given to those officers who may be affected.

The next step will be to "break up the Poor Law." A Bill for this is under consideration, but it seems likely that there will be very little left to "break up." In the main, responsibility for the unemployed has already gone; the sick and the aged, other than those in institutions, will be the care of the Minister of National Insurance; hospitals now administered by the social welfare department will be the concern of the Minister of Health; workmen's compensation will come under the Minister of National Insurance; and it seems probable that the care of children will pass to the education committees of county and county borough councils. All that will be left, therefore, of the elaborate Poor Law code which had its beginning in the famous Act of 1601 will be the problem of vagrancy and the care of the aged and infirm in hostels and other institutions.

There are more changes to come. Recently it has been announced that the Ministry of Fuel and Power will take over the distribution of gas and electricity. It is for N A L G O to see to it that the men and women in the service, who have faithfully served the community, do not suffer as a result of these changes.

In the Small Towns Nothing is Too Good for the Welfare Centre—Why Rob Them of it?

By DAVID BROOKS, Town Clerk, Richmond (Yorks).

ALL concerned with local government are in full accord with the desire to establish a comprehensive national health service, and recognize that, in a scheme of such magnitude, the position of the smaller local authorities must be modified. None the less, many will regret that the National Health Service Bill, in its present form, is another milestone on the ever-broadening road away from local government, inasmuch as the greater part of the new service is to be divorced from the local authorities. Into the realm of public health, save for the environmental health services, the councils of the 1,356 county districts in England and Wales enter not at all.

With nearly a hundred years of experience of health administration to guide and direct our steps for the future, we had looked in these momentous years of large-scale planning for almost the perfect Bill to provide for a unified health service, but at the very start we find divided control. John Citizen's coat is to be of many colours. The first coat of paint is to be given by the Ministry of Health. When the school-boy emerges, the varnish will be applied by the Ministry of Education. As one of the nation's workers, he is returned back to the Ministry of Health for glossing and graining; if he works in a factory, this process, for the remainder of his life, will be shared with another Ministry or two. "Unified" is hardly the word! A second "Think" would not come amiss here.

Great divergence in area, population, and resources now exists between individual boroughs, urban districts and rural districts, and there are many anomalies. Some non-county boroughs and urban districts are larger than many county boroughs and are equally well fitted to take their place in the new scheme as major authorities. On the other hand, there are counties which spend next to nothing on health services in the countryside, just as there are small county districts which cannot afford to provide adequate health services, so that their inhabitants enjoy only a fraction of the facilities which ought to be available to them. Throughout rural England a comprehensive health service will be a godsend. My quarrel is that the present proposals have little concern for local interest and co-operation and give no opportunity for the small towns to take an adequate and useful part.

Certain services could be conveniently and effectively administered by delegation, in suitable cases, to the smaller authorities. The necessary element of co-ordination would be secured if responsibility for providing the service were centred in the major authorities, whilst local interest and enthusiasm would be more likely to be retained by delegation to the small authorities of administrative responsibility for those services which are essentially local in character.

The local health service comprises maternity and child welfare, midwifery, health visiting and home nursing, vaccination and immunisation, ambulance services, care and after-care of the sick, and domestic help. Of these, I give pride of place to maternity and child welfare. The Bill places these services under the control of the counties and county boroughs.

ose non-county boroughs and urban and ral districts which are now welfare authorities ll lose their autonomy, and are in danger of sing complete touch with the personal health their inhabitants, a fate which will be shared the councils of 1,000 smaller authorities ossessing a unique knowledge of the social, ving, and working conditions of the men, omen, and children for whom they light, ave, and cleanse the streets and for whom any provide houses and supply gas, water, ectricity, and means of recreation.

Many of the smaller towns and districts ave given good service which will not be nproved simply by transfer to another uthority with larger resources, for the local ealth services do not depend solely on ability meet their cost.

In my own borough, a town with a civil opulation of about 7,000, and perhaps the mallest welfare authority in the country, he council appoints annually the maternity nd child welfare committee and it co-opts n to that committee three women on the ıomination of the Society of Voluntary Helpers it the centre.

The council has provided a well-equipped centre which opens out on a park where, close at hand, is a play-park for the little children. Regular sessions are held for all classes of welfare work, including sun-ray treatment.

The Personal Touch

Some of the helpers have attended to the infant wants of mothers who now bring their babies to the centre. They have known them as babies, as toddlers, as sturdy children, and now as grown men and women, and they enjoy the complete confidence of them all. They are the maids-of-all-work at the centre, weighing and assisting the mothers to undress and dress the babies, issuing dried milk and other foods, recording the visit, arranging for the summer outings and Christmas party and, with full knowledge of the repercussions, for that certain sower of doubt and dissension —the annual baby show.

If, in the transfer to the larger authorities, this intimate link is severed, then the mothers and their babies in the small towns and districts will be the poorer indeed.

In the small towns where I have spent my years of service, nothing was too good for the welfare centre. It has been administered with a generous hand and watched with a fatherly eye.

I concede that the Bill does provide for the delegation of certain limited functions—not to the existing welfare authorities in the county districts but to district executives on the lines of the Education Act; but our recent experience of the delegation of powers under that Act does not give us any great hopes for our future under the Bill.

There is unquestionably merit in the proposal to bring local health administration in the small towns and rural areas under the wing of a parent body with greater resources, but to eliminate all non-county boroughs, all urban districts, and all rural districts from this vital field of *local* government is a step in the wrong direction.

The county councils have enough on their hands for years to come—education, now health, and with fire prevention just around the corner. They are being asked to swallow what, unaided, they cannot hope to digest, and with some it will give rise to maladies which even a new Health Act will not cure. By all means give the county councils oversight of the local health services, but let the smaller authorities continue to play a useful part in those services which they have administered for many years with, in the majority of cases, admitted efficiency, and to which they have succeeded in attracting much valuable public interest and enthusiasm. Then you have the best of both worlds and sound local government.

Birmingham Guild Joins NALGO With 5,500 Members!

A FURTHER big step towards the complete unity of all local government officers was taken on April 29, when, by 3,734 votes to 221, the Birmingham Municipal Officers' Guild decided to merge into NALGO.

The merger, which took effect on May 1, brings into the Association at one stroke an additional 5,500 members—apart from the London County Council staff, the only substantial group of local Government officers remaining outside.

The terms of the merger, negotiated by representatives of the two organisations, have been approved by the N.E.C. and will be reported to Conference, which will be asked to approve the Council's action. Since the present Birmingham subscription is lower than that paid by NALGO members, they provide for its gradual increase until it reaches the full rate in 1949.

Apart from its significance in strengthening the unity of the service, the merger is of outstanding importance for two reasons: it will, it is confidently expected, bring into the machinery of collective national negotiation the Birmingham city council—the biggest county borough in the country and a progressive authority in the field of service conditions; and it will bring into NALGO a well-established and successful branch, with a fine record of achievement on behalf of its members. It was not easy for those members to surrender the autonomy they have so long maintained. That they have done so is a result of their realistic appreciation of changed and changing conditions and of their desire to co-operate in achieving adequate national standards for the service as a whole.

The Birmingham Guild, now the Association's biggest branch, will contribute strength, leadership, and authority to NALGO, particularly, of course, in the Midlands. In turn, NALGO will add its own strength and leadership to the Birmingham Guild.

By the terms of the agreement, the Guild will be entitled to nominate a representative to the N.E.C. unless a member of the Guild is elected in the ordinary way. It has appointed as its first N.E.C. member G. C. MARTIN, an accountant in the treasurer's department.

Although most Birmingham officers belonged to the Guild, there has been, since 1930, an active branch of NALGO in Birmingham, with a present membership of over 300. Its members, of course, will now be absorbed into the new branch, on the same terms as Guild members.

Merger Will Benefit Both Sides

By F. H. CURETON

Mr. Cureton, who here writes of the amalgamation from the point of view of the Birmingham Guild, was leader of the staff side on the Birmingham joint consultative committee—and acknowledged leader of the Guild—from 1922 *until last year. In* 1938 *the Guild made him its only honorary member in recognition of his outstanding services.*

THE Birmingham Municipal Officers' Guild was founded in 1914. By 1920, the membership was over 2,000 and the Guild had established close relations with the appropriate committees of the city council, which gradually led to participation in formative discussions on matters affecting the interests and welfare of its members. This co-operative relationship was formally recognised in 1929 by the establishment of a joint consultative committee. Since then, the close ties with the Corporation have been strengthened and, irrespective of party allegiances, the staff have been, and are, fortunate in the friendly good will which characterises the approach of members of the corporation to staff matters. Membership at the outbreak of war amounted to 5,306 and this was increased during the war by the admission of temporary staff.

From time to time during the past thirty years, suggestions for amalgamation have been made by NALGO, but the Guild, while willing to consider a federal basis, would not consider absorption, and the proposals never went beyond preliminary stages. Rightly or wrongly, the view taken was that, as long as the corporation enjoyed virtually autonomous powers, a local organisation was, on balance, the more satisfactory. Conditions of service were reasonably good. The gas department, for example, had had a superannuation scheme since 1876. This scheme allowed for retirement at 60 after only twenty years' service and is an example of the fact that change is not necessarily synonymous with progress. In a local General Powers Act of 1883 the city council obtained general superannuation powers and, even more decisive in its influence on future developments, extensive powers of delegation from council to committees. This power of delegation unquestionably fostered the development of many civic projects and, incidentally, encouraged the participation in civic affairs of men who would not lightly have submitted all their detailed actions to the review of the council as a whole. It also led—not always with undesirable results—to a degree of divergence in departmental practice in respect of staff matters (still persisting in a number of respects) which goes some way to explain why most of the present employees still think of themselves as employed by a "department" rather than by the corporation.

In this respect, the outlook of officers of local authorities where employing committees are subject to much more control by the council in respect of staff matters is bound to be different. Salary increases, for instance, are not discussed by or reported to the council, and a co-ordinating committee functions only in respect of increases of £50 or more. As a further consequence, the sense of belonging to the local government service as a whole has, hitherto, been little appreciated by Birmingham officers.

A Progressive Record

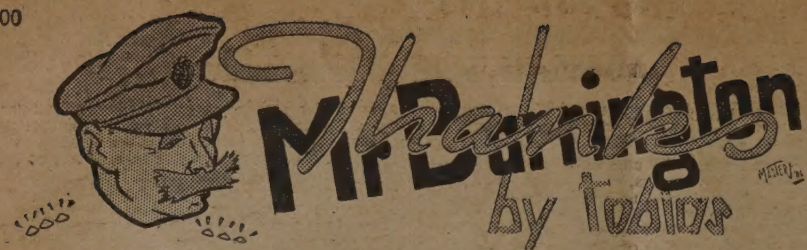
Of the Guild's many achievements, two are of special interest. It pioneered a staff widows' and orphans' pensions scheme and was responsible for features which were, years later, incorporated in the Superannuation Act of 1937. When the district auditor challenged the right to pay children's allowances as a part of the present cost-of-living bonus scheme, the matter was successfully contested in the High Court and the Court of Appeal. The unanimous judgments given provide judicial dicta of great importance concerning the remuneration of officers.

A little over a year ago, NALGO again approached the Guild with a view to amalgamation, and this time it was decided to appoint a joint fact-finding committee. By this time, things were happening outside which could not be ignored. The increasing tendency for decisions to be taken in Whitehall was affecting the autonomy and functions of local authorities. The intention of the Government to nationalise gas, electricity, and transport undertakings and to place hospital services under regional bodies, was bound to have wide repercussions on many Birmingham officers. And, finally, the conclusion of NALGO's long fight for national scales and more uniform service conditions portended further disruptive influences if no constitutional changes were made.

Accordingly, the management committee of the Guild frankly recognised that, in the revolutionary change of circumstances, a local organisation was inadequate to discharge its proper functions, and decided to recommend members to agree to amalgamation.

What of the future? Naturally, it is hoped that the national Association will provide support, where necessary, in dealing with local problems which are not susceptible to local settlement, though it is strongly desired not to introduce into negotiations any difference in the mutual spirit which has hitherto characterised negotiations with the corporation. On the other side, it is hoped that the accession of Birmingham will strengthen NALGO and make it a still more representative body, qualified in a unique sense to speak for the grades of local government staffs and of public utility undertakings which are eligible for membership.

It would not be fitting to conclude these notes without a personal reference to J. E. N. DAVIS. For approximately twenty-five years he was NALGO divisional officer for the area, including Birmingham. Although disappointed at the failure of previous approaches to the Guild on amalgamation, he never abandoned his attitude of helpful co-operation nor his determination to keep the door open. It is gratifying that the amalgamation which has been brought about was virtually accomplished before his area appointment was relinquished. Guild members congratulate him on his well merited promotion as the Association's chief organisation officer.



"*THANKS, Mr. Barrington, we're proud of yew*
For helping us when things looked pretty blue," trilled young Betty to the tune of "Thanks, Mr. Roosevelt." That she got so far before being silenced by a well-aimed ink-pad showed the change in our attitude to Mr. Barrington.

Hitherto, anyone singing the praises of our elderly temporary clerk, with his fusty ideas about respect for those in authority, and his devotion to the minor details of duty, would have been classed as just another boot-licking so-and-so.

But, recently, word had come that our former office-boy, Captain Nathaniel Sackbutt of the Fourteenth Army, would be demobbed and with us again soon. Thereupon Mr. Barrington, after years of leaving no wire unpulled and no alderman unapproached in his efforts to join our permanent staff, had announced that he would now be content to drop quietly into the Limbo of Forgotten Men—which we interpreted as meaning he was going to retire.

We recalled Mr. Barrington's first day in the office, when, under the impression that I was somebody who mattered, he had spent half an hour laughing heartily at the less humorous chestnuts in my collection. And how, after he discovered that Miss Gymbol was the Boss's secretary, she had continually tripped over him, rushing to pick up papers and open doors for her. We even began to collect for a presentation.

"I don't suppose the old geezer can help having no sex appeal," said Daffy, generously handing over a sixpence which had been refused by a bus conductress solely because she had got the worst of an argument with Daffy about Some People's Manners, and Other People being So Dolled Up they couldn't even Look Down their Noses.

"Ah, our good friend Barrington," beamed the Boss, flourishing his notecase. "You know, years ago, I was a cynical and disillusioned man. The perfect local government officer, I declared, simply did not exist. Then Barrington came along——"

"Yes, sir." Dexterously, George removed a sheet on which Betty had scribbled "3d. I.O.U. next pay-day," and substituted one headed by myself at 10s. (I meant, of course, to rub out the 0 after the Boss had been thereby encouraged to subscribe a large amount.)

"Barrington," the great man continued, putting himself down for a worthy sum, "has the distinction of being the only member of the staff to possess an unblemished report card."

"Report card!" we echoed when George told us about it. "But we can't have report cards without knowing about them—the National Charter says so."

"Especially blemished ones," I added, thinking of my habit of appearing a bit later than the specified time each morning rather than injure my health and efficiency by getting out of bed too suddenly.

"The National Charter," said George heavily, "is not a magic wand, transforming the drab normality of a local government office into a palace of—er—delight. It is rather a hobnailed boot with which to prod the unwilling pants of local authorities——"

"Didn't it occur to you," I sneered, "that a slight display of hobnailed boot might have worked wonders with the Boss's pants?"

"Really, Mr. Tobias!" Miss Gymbol went back to her typewriter, muttering that, even if her paper cuffs did crackle a bit when she took shorthand notes, it shouldn't be entered as a black mark against her that she tried to keep her blouses white.

"As I was trying to get some cash out of the Boss"—George was a little uncomfortable—"I didn't think the moment was ripe. Besides, we can safely leave it to Sackbutt. No ex-serviceman would stand for a thing like that."

Rufus, on being approached, admitted that he had seen one or two of the reports recently when, as Public Negations Officer, he had had the job of turning down our applications for promotion.

"They're just sort of dossiers," he explained. "No fingerprints, but everything else—your age, appearance, medical history, capabilities, hobbies——"

He was interrupted by a wail from Betty that nobody had ever asked who was her favourite film star. Bing, she said, had as much right to be in a report as the mole on Daffy's back.

After that, the whole subject became an office joke. Spare-time occupations such as hair-setting and lighter-mending gave place to the compiling of imaginary report cards on the lines of the Truth Game. Pedigrees for the Boss (By Chameleon out of Potato Sack) and Alderman Jove (By Palm Grease out of Empty Shell) were followed by a list of Ideal Occupations. When I discovered that I had apparently missed my vocation as Script-Writer to a Tenth-Rate Stooge, I decided things had gone too far.

"We must, at all costs," I said, "preserve our sense of grievance. It is a well-known fact that indignation flies out by the window whenever levity comes in by the door. Why, we might find ourselves subscribing to Mr. Barrington all over again!"

The report-card discovery had, of course, influenced the presentation sheet, which we now left carelessly around to let Mr. Barrington see that Betty thought he was not only unworthy of her 3d. (unpaid) but merited instead a button which had broken while she was trying to make it into an ear-ring. Our most scathing condemnation of each other was now: "Yah, you perfect local government officer!"

Mr. Barrington seemed oblivious to what was going on. He even informed us that, no matter what befell, he would never forget lasting friendships formed during service.

So, telling each other sheepishly that we weren't in a hurry to go home tonight, we trooped into the banqueting hall to hear the Boss handing over a cheque which comprised his own contribution, Daffy's bad sixpence, and our NALGO subscriptions for the month (hurriedly embezzled by George for decency's sake).

"Many years ago," began the Boss, "I admitted to myself, reluctantly, that the perfect local government officer did not exist. That was before Mr. Barrington——"

"This is where I came in!" muttered George.

But when the Boss reached his piece about the unblemished record card, an astonishing thing happened. Disregarding the Boss's closing peroration, Mr. Barrington sprang to his feet.

"May I point out, sir," he cried in a stentorian swansong, "that, according to the National Charter, the employee concerned must be informed of any report recorded against him. So far as I am aware, none of my colleagues has been so informed, and therefore, sir, I demand that this section of the Charter be forthwith put into effect. . ."

"Who'd have thought the old boy had it in him?" we were still asking a week later.

"I thought I'd have died when the Boss trotted off meekly to fetch the report cards."

The cards had proved, after all, to be innocuous records of our dates of entering the office, dates of promotion, transfer, etc., with odd comments such as "Timekeeping might be better" in my own case. But the principle of our being shown these comments had been established.

"There's just one thing," George was saying. "Nobody could be called perfect who talked back like that, even on the day he was leaving. So the Boss will be disillusioned again in his search for——"

The door opened and in stepped a young officer, who saluted precisely.

"Good-morning. Sackbutt's the name—remember me? As I'm commencing work on Monday, I thought I'd just come along and memorise my duties, so that I can get off to a good start."

"The Boss," we told George, as soon as we got our breath back, "need search no further."

AT RANDOM

By "Hyperion"

Passed to You, Please

New Civil Servants are hard to find, according to a news-column. The older hands always seem to get them lost in the filing cupboards among the tea-things.—*Punch.*

11th Commandment

Thou shalt not build a house, thou wicked man.
Sit still, and watch, and wonder, while we plan.
—A. P. Herbert.

Cynicism Dept.

Government slogans, year by year:
1943—Don't eat bread, eat more potatoes.
1944—Don't eat potatoes, eat more bread.
1946—Don't eat.
—*Evening Standard.*

Do You Remember?

"I was lectured about Poison Gas, shown specimens of Poison Gas, and then lectured about Poison Gas again. I can only remember one out of scores of meetings at which any other subject was mentioned. After talking to a friend of mine in the R.A.F., and another at the Spanish Republican Embassy (where the facts about Barcelona and Guernica were known), I grew so bold as to ask one of our teachers about the effects of High Explosive bombs. My question was received with disapproval, tinged with suspicion of my motives in asking."
—*Evan John in "Time in the East."*

In Defence of Gossip

"If I take people to pieces, I do it in order to put them together again better than they were before."—*Logan Pearsall Smith.*

Progress

1910—"Look, a motor-car!"
1930—"Look, a horse!"
1950—"Look, a pedestrian!"

"Whitehallese"

"I am directed by the Secretary of State to inform you that he is firmly of the opinion that it is in the interests of His Majesty's Government to consider that, in certain concatenations of circumstances, it is probable that a feathered vertebrate, of whatever species or coloration, which may be found to be caught in the terminal part of the human arm beyond the joint connecting the forearm and the wrist, is of a value equivalent to, or at least approaching, at certain times of the year and in certain places, a duality of feathered vertebrates which may, however adventitiously, find themselves at that moment stationed in the perennial plant with single, woody self-supporting or autonomous unbranched stem some distance above the terrestrial surface."

Protect the Poor Snail

"As Secretary of the British Snail-Watching Society I must protest against Frances Pitt's light-hearted nature story about the way of a thrush with a snail.

"Such matters must be recorded objectively in natural history books, but the snail's unpleasant fate should not be treated semi-humorously to make a Roman or any other kind of holiday."—*Letter in the "Evening News."*

Toujours la Politesse!

A distinguished French visitor was invited to the golden wedding celebrations of his English host's friends. "But, tell me," he said, "zis golden wedding, what is he?" A guest tried to explain, "Well, the man and the woman have lived together for fifty years . . ." "Ah!" said the Frenchman, "and now he is going to marry her! Bravo!"

Faint Praise

To render a lady depressed,
Tell her she's sensibly dressed.
—Eleanor S. J. Rydberg.

Highly Recommended

"What's the food like there?"
"Oh, very good; they've had ten summonses and ten more pending."

B.M.A. Health Charter : Living Communities : Two Planning Symposia

N *A Charter for Health* (Allen & Unwin, 7s. 6d.) the BRITISH MEDICAL ASSOCIATION s produced a sensible, simply-written little book out the essentials of health. It describes the ogress of medical science and the rôle in the omotion of good health which should be played such factors as medicine, good homes, pleasant cupations, and well-adjusted family life. With- t covering much new ground, it aims at bringing gether all the elements in personal and social life ich make for a healthy community. It makes exaggerated claims for the achievements of edicine and still less of those responsible for the provements in public hygiene and other vironmental influences: rather, by showing hat has been done, it points the way to further provements. That there is still a lot more to done is shown by such statements as that a labourer's baby in 1931 had as good a chance survival as a professional man's baby in 1911"; e same point is made statistically in tables which veal that the death rate per 1,000 among pro- ssional people was 32·7 and among labourers ·1. The book offers no comment on current

Reconstruction

. . . needs careful thought and planning, not in every detail—that would be too rigid—but in outline. Have you evolved a master plan for your home life ? Have you visualised your children's future needs ? Have you safeguarded essentials ? The N A L G O "Children's Deferred Assurance" scheme is the solution. It provides financial backing by means of a lump-sum payment when a child reaches 21. A substantial policy can be continued according to needs at that time.

Full details obtainable from your Local Correspondent or direct from N A L G O, 24, Abingdon Street, Westminster, S.W.1.

ontroversies about the machinery for improving he health services, but it is amusing that, perhaps y oversight, in a discussion of the agencies which hould undertake the various tasks, it suggests that private enterprise can improve the environment f daily life, can provide good houses . . .": ommunal activity is not mentioned.

Planning Symposium

THE high standard of book production asso- ciated with the name of Batsford is once ore attained in *Homes, Towns and Countryside* 8s.), a symposium prepared under the capable ditorship of GILBERT and ELIZABETH GLEN ICALLISTER. Eleven distinguished authors dis- ss various aspects of town and country plan- ing and the editors contribute a well-balanced troduction. For the most part, the book is a llection of statements of the case for planning, nd as such it can be commended to those who ant a clear, handsomely produced account of he problem as a whole. A few chapters strike ew notes, and of these the most interesting is . W. SMITH's on "The Place of Fuel in National lanning"; it links up with that of LEOPOLD RIEDMAN who, under the slightly pretentious title f "The Culture of Living," discusses informa- vely the use of fuel, stoves, sinks, refrigerators, nd all the other devices which, if well chosen nd well arranged, can minimise domestic drud- ery and increase the amenities of a home. Dr. . A. ROBSON contributes a useful chapter on the dministration of planning and the recruitment of planners"; his view is that the Minister of lanning should be comparable not to the con- uctor of an orchestra—co-ordinating the ideas nd work of other men—but rather to the com- oser. In other words, planning is a positive nd not merely a regulative function.

Housing in Bristol

THE University of Bristol Survey, carried out a few years before the war, produced a valu- ble book on standards of living: the material as now been put to further good use for a study f the Bristol Corporation's housing estates, ublished under the title of *Housing Estates* . W. Arrowsmith, 7s. 6d.). The book reaches x main conclusions of interest to all planners and ousing authorities:

Housing estates, if they cannot be physically near to existing large towns, should either be linked with them by good cheap transport or should be self-contained;

Within the estate there should be no class seclusion, but a welding of rich and poor into one social unit;

There should be no standard density, but variation to meet different circumstances; sparse development may cause "sprawling," long travel, remoteness of shops, pubs, and cinemas, and the authors favour a mixture of houses

Staggered Holidays

and flats, even in a newly developed estate outside urban areas;

The inhabitants should be enabled to manage their own social life, to control their community buildings, and establish their own clubs, rather than have all these things provided;

Standards of accommodation should be varied to meet different needs—the family, the lone person, the aged, and so on; and

Since the economic burden of housing is the main reason why so many people cannot afford good accommodation, there should be a wide extension of rent control, with administrative elasticity through rent courts.

Few of the ideas are novel, though the advocacy of a wide use of flats will provoke opposition from the house-and-garden enthusiasts.

The Education Act

EDUCATIONAL administrators will be interested in *A.B.C. Guide to the Education Act 1944*, by J. C. HOGG, chief clerk of the Cambridgeshire Education Committee (Philip & Tacey, S.W.6, 2s.). Mr. Hogg lists the subjects covered by the Act in alphabetical order, indicates the section where they are respectively dealt with, and states in brief the relevant statutory provision. There follows a list of the statutory rules and orders and administrative regulations, memoranda, etc.; a summary of official publications relating to school buildings; a brief account of Government committee reports on educational and cognate subjects; and a general bibliography. Not a book for general reading, but a handy little work of reference for the expert.

The Case for Planning

PLANNING in many spheres is the subject of a series of essays collected by IAN R. M. MCCALLUM, in *Physical Planning* (Architectural Press, 21s.). Twenty-five distinguished authors contribute chapters, ranging from Economics to Leisure, Land to Industry, and Housing to Transport. Described as "the groundwork of a new technique," the book traces the historical background of planning, by showing its relationship to politics and economics, and contains much of paramount importance today. It stresses the need for propaganda to end the national ignorance of planning, and to obtain the sanction of the democratic state. In the chapter on Democracy, E. M. NICHOLSON shows how planning in any but a democratic state is building upon an unsure foundation, proving his point by drawing the reader's attention to Hitler's Germany, where planning, on a totalitarian basis, was carried out on a gigantic scale.

Dr. W. A. ROBSON's contribution on Government, is a most lucid exposition. It is a pity that the Economics chapter was written before the war ended, since E. F. SCHUMACHER's comments on post-war trends would have been an interesting complement.—P.G.

N.E.C. Presentation to Harry Allen

A HAPPY ceremony interrupted the pre-Conference meeting of the N.E.C. in London on May 18, when the President presented to HARRY ALLEN former chairman of the service conditions and organisation committee and of the staff side of the National Whitley Council, an illuminated volume signed by every member of the Council and acknowledging his great services to N A L G O. Mr. Allen, it will be recalled, resigned all his Association offices last October, on his appointment as establishment officer at Sheffield.

Making the presentation, the President, F. H. HARROD, said that N A L G O's great progress during the past few years, particularly in trade union influence and power, had been largely due to Mr. Allen's wonderful efforts and character. They were to-day congratulating themselves that, at long last, N A L G O had established firmly a national negotiating machinery to deal with the service conditions and salaries of all local government officers earning up to £700 a year. Only those who had taken part in the negotiations knew the troubles and trials which had been met, and all would agree that but for the astuteness, firmness, and Yorkshire doggedness of Harry Allen throughout those negotiations, it was doubtful whether they would have achieved so much.

Other members of the Council supported the President's tribute, and Mr. Allen, replying, paid a personal tribute to the "team" who had supported him so well.

The Council passed a resolution of thanks to J. Y. FAWCETT and G. MCVAY, who had jointly prepared the presentation volume.

Later in the proceedings, E. A. S. YOUNG, chairman of the Council, and other members, paid special tribute to A. A. GARRARD, immediate past president, who is retiring from the Council, in acknowledgment of his great record of service to the Association. Tributes were also paid to other retiring members of the Council.

The N.E.C. considered the Conference agenda and determined its policy on the various items.

Text Books for Students

Before enrolling for a course of study with the N A L G O Correspondence Institute, students are advised to make sure that the necessary text-books are available.

Sources of supply include booksellers, the Central Students' Library (through public libraries), office libraries, and the N A L G O Lending Library.

Many text-books are at present out of print and may not be reprinted for some time.

The Association is doing everything possible to ensure a fair distribution through its own library, but *cannot guarantee that books will be available.* Courses to which the above particularly applies are those for the N A L G O intermediate examination, the Diploma in Public Administration, and the Testamur of the I. of M. and Cy. E.

Scottish Summer School Filling Up

ENROLMENTS are coming in well for the summer school at St. Andrews University which is to be opened on June 22 by Mr. A. T. Morrison, the treasurer at Aberdeen and chairman of the J.I.C. Lecturers will include Dr. W. A. ROBSON (on local authorities and reconstruction and planning in local government); Dr. J. DUNLOP, Glasgow (on doctor and patient); R. GRIEVE, Clyde Valley Regional Planning Authority (on regional planning), and J. H. WARREN, N A L G O's new general secretary (on principles of committee and departmental layout); and the school will conclude on June 26 with a brains trust under the general title: "Local government —whither bound?" with Lord Provost Sir Garnet Wilson, Dundee, as question master.

Text Books Wanted

A MEMBER who is studying for Part 1 of the London D.P.A. and finding it difficult to get hold of some of the text-books, asks us to inquire whether any former student would be willing to sell him the books he needs. If any members have books they are willing to sell, and will send their titles and price asked, we will pass the information on.

Readers Assail Our Last Month's Editorial

"Will Do Untold Harm"

I READ with consternation the leading article, "Bleak Prospect for Brighton," in the May journal, and have received protests about its general tenor from members of this branch. The article, with its suggestion that 1,500 local government officers are going to waste both time and the members' money in attending a conference at which there is hardly anything worth while discussing will do untold harm to the Association.

I have always believed that a conference was a meeting at which persons with similar interests could meet and confer (discuss) on matters of mutual interest. To take one example only—amendments to the Superannuation Acts which the editorial suggests are matters for the N.E.C. Surely these are matters which affect everyone eventually, and to give them an airing at Conference might enable various ideas to be tested on the Association generally.

The whole editorial could be torn to shreds—and I hope it will be at Conference—if I went into it in any detail. My purpose in writing this letter is to protest most strongly against any editor being allowed to write freely without regard for the general welfare of the Association, which pays for and supports the Journal.

Although I am secretary of the Windsor and District branch, I hasten to point out that the above views are those of my immediate colleagues and myself and not those of the branch as a whole, which has not yet discussed the article.

Council Offices, W. J. MAYBREY.
High Street, Egham.

"Shame On You!"

THAT'S a fine thing, to castigate members for putting forward notices of motion that you consider unnecessary, and then to flay them for their seeming disinterest. Shame on you!

As you rightly say, Conference is the Association's Parliament, and that is why district committees, branches, and members go there to air their grievances and—I hope—make constructive criticism. NALGO proclaims that it has fought for years for a national scale of salaries; if a branch thinks the price paid too high, is it wrong to bring the matter forward at Conference? If NALGO wishes credit for the Charter, it must also take the rap on the cost-of-living "bargain." Or would you rather branches wrote to Headquarters: "Dear, Joe, you didn't ought to have done it!"? Would that really have the same effect as a notice of motion?

And why the hell shouldn't branches keep on at you until LOCAL GOVERNMENT SERVICE is improved? Whose paper is it, anyway?

H. D. PATERSON.
Local Taxation Department,
Middlesex House,
Vauxhall Bridge Road, S.W.1.

"An Impossible Condition"

WHAT is biting you? The fact that representatives of branches are showing virility in their activities on behalf of their members?

Are we expected to let the welfare of members go hang, in order to add our voices to the already country-wide, maelstromic babel of mouthings about administration, education, health services, and housing problems?

Haven't we got the Charter at last? What matter if it increases the hours of many employees, and those who enjoyed better conditions have to take a retrograde step.

What matter if the Charter seeks to impose upon officials a condition which is impossible of attainment—that an employee should be "beyond the reach of suspicion?" I can hardly visualize the time when any human being will ever be beyond that reach.

Again, why should you particularise on the kind of Government which is asking the country to work harder? Have not the branches—most of them—decided against political affiliation? Then why draw attention to a particular political party in our—I earnestly hope—purely democratic journal?

92, Sutherland Avenue, THOS. FINNIGAN,
Fenham, Gateshead branch.
Newcastle-on-Tyne, 4.

"Savours of Dictatorship"

IT was with misgiving that I read your disparaging remarks about the motions submitted for Conference. To make such statements as "that four-fifths of the agenda as it now stands is unnecessary, in that the action desired could have been achieved in other ways open to members or branches" before Conference has had an opportunity of considering the agenda savours of dictatorship. If the statement is correct, it indicates that the machinery for dealing with the business of branches needs overhauling. On the other hand, there may be particular reasons why branches choose Conference to deal with their business in preference to other methods. There is, for example, a measure of publicity, and an indication of the degree of support the Association as a whole is likely to give to controversial proposals may be of value in shaping future policy.

The main point at issue, however, is not the reasons why proposals are submitted to Conference, but rather that they should be discussed before Conference in an anonymous article purporting to represent the policy of the Association. With the suggestions the article contains many members will agree, and if the opinions expressed were those of an individual, they would be legitimate, but of the method of attack in the May journal, there must be considerable criticism.

Further, in regard to such questions as equal pay for equal work, the policy of "prodding" does produce results. For instance, on May 2, Mr. Ralph Morley "prodded" the Financial Secretary to The Treasury on the length of the Commission's deliberations and Mrs. Leah Manning declared that the Commission had been sitting for nearly three years. This assertion was denied by the chairman of the Commission in a letter to "The Times" on May 15, in which he gave a full explanation of the delay, quoting as contributory factors, the Treasury, the T.U.C. and the British Employer's Federation. The policy of "prodding" appears to be justified and indicates that actively interested bodies like NALGO, which accepts the principle of equal pay, cannot do better than keep on "prodding."

20, Compton Rise, CYRIL D. TURBAYNE.
Pinner, Middlesex.

Not a "Needless Motion"

UNDER the heading "Needless Motions" in the May editorial, you say that a district committee and one branch want to close down women's committees, and ask who is to stop them.

You infer that an application to the N.E.C. might have dealt with many of the items on the agenda, but I would point out that the Eastern district committee did make an application to the N.E.C. for a revision of rules which would have secured the omission of the requirement to appoint a women's sub-committee, and asked the N.E.C. to take steps to abolish separate women's activities. The reply from the N.E.C. was that this was a matter of policy and could be decided only by Conference. Hence, some of the matters which you appear to consider as unnecessary for a Conference agenda can, in the opinion of the N.E.C., be decided only by Conference.

Eastern District Committee. A. E. NORTROP.
Hon. Secretary.

Mr. Nortrop is perfectly right and, in regard to this particular item, we were wrong. In reply to our other correspondents:

1. We cannot agree that criticism, however outspoken, "will do untold harm to the Association." On the contrary, we regard criticism as both healthy and essential to the vitality of every democratic institution.

2. We did not suggest that the proposed amendments to the Superannuation Acts were matters solely for the N.E.C. We said that, of the two put forward, one had already been accepted by the N.E.C., while the other had been considered by it. Why bother to discuss what has already been agreed?

3. We agree that Conference is the place at which district committees and branches should air their grievances and voice their criticisms. Our complaint was that so many of the grievances and criticisms contained on the agenda were either trivial or were directed at the wrong quarter. The "cost-of-living bargain," for example, was negotiated not by the N.E.C., but by the staff side of the National Whitley Council, and it is against it that criticism should be directed.

READERS' FORUM

Next month's journal—to be published about the middle of July—will be devoted to a report of Conference, and there is likely to be little, if any, room for letters. Every effort will be made, however, to publish letters of topical interest or importance if they are received by the Editor, 24, Abingdon Street, London, S.W.1, before June 25.

4. There is no reason why branches "should not keep on at us until 'Local Government Service' is improved." Our complaint here is that they don't. Neither of the branches which have notices of motion on the agenda, nor any other, has expressed any criticism of the journal, nor made any suggestion for its improvement, to the responsible committee during the past twelve months.

5. We certainly do not expect branches "to let the welfare of members go hang." Our complaint is that, to some extent, they are doing so, since all the topics we listed as having been omitted from the agenda vitally affect the welfare of members.

6. If the Charter "increases the hours of many"—which we doubt—it reduces the hours of many more, and thus benefits the majority.

7. Mr. Finnigan has taken rather a long time to discover that the requirement that a local government officer "should be beyond the reach of the suspicion of dishonesty" (he omitted the last two words) is "impossible of attainment." It has been in the NALGO Code of Conduct since 1938.

8. Our emphasis on the fact that a Labour Government was asking the country to work harder had no partisan implication, but was designed to show the impracticability of suggesting a five-day week at a time when a Government pledged to improve the conditions of workers generally and to shorten their hours of labour, found itself compelled by national and international conditions to ask them, for the time being, to withhold their claims.

9. The article did not "purport to represent the policy of the Association"—as Mr. Turbayne would have seen had he read the footnote at the bottom of page 74.

10. There is no evidence that the "prodding" in the House has accelerated the report of the Royal Commission on Equal Pay by so much as a day.

A Word of Support

I AM fully in accord with the expression of opinion in the leading article in the May Journal. Personally, I think there are far too many irrelevant notices of motion and amendments which are not worthy of a national gathering.

There is one point which leads me seriously to think. On reading through the amendments I notice that there are certain submissions by the Torquay branch. These amendments have never been submitted to the members of the branch, but are evidently merely the expression of the opinion of the executive. If these methods are adopted by all branches, it is questionable whether the deliberations of Conference have any real weight behind them. It is quite conceivable that some of the Torquay amendments would be turned down by the whole branch.

It seems to me that there should be a definite rule that any notices of motion and amendments by branches submitted for Conference should be accompanied by a certificate that they have been submitted to, and passed by a majority of, the branch members at a meeting called specially for the purpose.

Torquay. EDWIN C. RIDING.

T.U.C. AFFILIATION
"Should Remain Non-Political"

I HAVE always admired NALGO as an association which got things done for the benefit of its members and was non-political. Like the civil service, we serve the public no matter what their political tendencies may be and, therefore, as an association, we should remain non-political.

We seem to have done quite well without the T.U.C. We have our National Salary Scales, Building Society, education facilities, holiday motoring, and many other beneficial arrangements. Can the T.U.C. offer us better service? I think not.

I do not know whether NALGO has ever called a strike, or whether it is allowed to do so, but everyone remembers 1926. We have fought for and obtained our salary scale. Do we now have to come out on strike because the engineering worker or railway official is not satisfied with his conditions of service? This may happen if this affiliation goes through. Our maxim is "Service to the Public"—whether they like it or not, and we can well do without the T.U.C.

Time has proved that NALGO can look after itself and I am certain the T.U.C does not want our help. I sincerely hope that Conference will reject these motions. I would prefer not to be a member of NALGO than to be a member of NALGO affiliated to political trade union organisations.

The Laurels, D. W. DANDO.
Pengam, Mon.

ARTER GRADING OMISSION

ie in the Sky"

WISH to congratulate the staff representatives on their efforts to obtain better conditions for all mbers of N A L G O who will be placed in the neral and Clerical Divisions of the national les: but was it necessary to sacrifice the interests the other members to obtain these improvements? d the staff side make any effort to have definite ading of specified posts scheduled, and if so, th what result? The absence of such grading rns the whole scale of salaries into a farce.

Our representatives display a touching faith in ir employers when they think that they will ensure that the salary attached to every post is irly assessed in relation both to the responsiility of the work involved and to the remunera-on of other posts." One would have thought at their years of experience in negotiating ould have taught them differently. Moreover, anting our councillors the noblest intentions, ow can we expect them to make a fair decision hen they have no knowledge of the ideas of the ational Joint Council on the matter? What a osition! Over fifteen hundred different uthorities all interpreting the award in their wn way. How long will it take to clear up the nomalies that will obviously arise?

"The Charter" you write, "provides that any fficer dissatisfied with the decision of his uthority and unable to obtain satisfaction from may appeal to the appropriate provincial ouncil." Does this imply that the provincial ouncil will not consider a local authority's ecisions unless it receives an objection from an ndividual officer? If this is so, the "important afeguard" is nearly worthless, since an officer who objects to his conditions of employment mmediately becomes a nuisance in his employer's yes and is likely to become the subject of in-irect discrimination. N A L G O has long ut before us the benefits of collective bargaining, et now it commits us to a scheme under which he redress of grievances rests on the individual bjecting to a decision. Compare this with the imilar agreements for teachers, police, civil ervants, and employees of electricity under-akings, all of which include specific grades for pecific appointments. We are offered this poor hing as a magnificent achievement, for which we ven gave up our right to apply for an increase in onus for twelve months!

"Thus," you add, "the National Joint Council vill be the final arbiter and will in course of time e able to build up an approved and standard ode." Yes, but during this "course of time," hich must be a period of years, we live on the romise of "pie in the sky."

Already, we are getting reports of the way in hich authorities are interpreting the award, nd it is surprising how consistent they are. Apart from the General and Clerical Divisions, which allow of no option, the local authorities appear to be placing each of their higher division officers automatically in the particular grade which covers his present salary, and if the grade in question does not rise to a maximum as high as he is already entitled to, a proviso is added that he shall be transferred to the next higher grade at the appropriate time. So are the injustices and anomalies perpetuated, as anyone who refused to take a foolishly optimistic view of the situation knew they must be.

Let us not delude ourselves that we have won a great victory for the service as a body. To the higher divisions, the scheme means nothing. The struggle for improved conditions has only just begun, and the bitterest fighting is to come.

"ENGINEER."

This letter is dealt with in our leading article this month.

Sanitary Inspectors' Grades

IN the April journal you point out that the National Whitley Council has given no guidance on grading, with the one exception "held to be justified by circumstances," of sanitary inspectors. The effect of the guidance given on grading of sanitary inspectors has been seriously to prejudice the chances of many officers of being placed in grades appropriate to their responsibilities and, since the recommendation begins at the bottom, it has helped no one. The result has been that other officers performing technical and administrative duties who, before the introduction of the Charter, were on the same grade as sanitary inspectors employed by the same authority, are now being placed in higher grades. Moreover, some officers without qualifications and with only minor responsibilities are apparently successfully claiming classification as "administrative" with higher grades. The proviso which forms part of the recommendation is far too vague to offset the impression made on the minds of councillors by the actual figures of Grades I and II, and since many inspectors have long been receiving more, the impression is given that sanitary inspectors are grossly overpaid!

N A L G O has many loyal and enthusiastic members among sanitary inspectors, and they remain loyal and enthusiastic in spite of the strange history of the Association's official attitude towards them as local government officers. We remain hopeful that N A L G O will see the unfairness of the "one exception," and, "special circumstances" notwithstanding, will withdraw its support from a recommendation which is inequitable and cannot be of any help to its members.

Health Department, Southgate, N. 13. J. D. DANT. R. L. BURKILL.

Our correspondents' views are, apparently, not shared by the Sanitary Inspectors' Association, which has offered no criticism of the proposed interim scales. Nor do the facts support the suggestion that the recommendation "has helped no one." Of 20 advertisements for sanitary inspectors published in January, 15 offered grades below those now recommended, three offered higher maxima but considerably lower commencing rates, and only two offered higher rates. But of 20 advertisements published during April, eight offered the proposed grades, nine offered higher grades, and only three offered lower. We fail to understand how the recommendation of interim grades for newly-qualified sanitary inspectors can prejudice those in more responsible positions.

Chiropodists' Claims

IN the May journal you say that professional and technical societies represented on the N A L G O Consultative Committee are now considering grading under the national scales and will submit proposals to the National Whitley Council. Several local authorities have foot clinics employing registered medical auxiliary chiropodists, all members of the Society of Chiropodists. Is this society being consulted, or are we to be the victims of a committee without consultation or representation?

AUBREY H. CARTER, F.Ch.S.
Finsbury Health Centre.

The Society of Chiropodists is not a member of the Consultative Committee and is not, therefore, being consulted. But N A L G O will consider the views of any organisation which includes local government officers.

Position of "Temporaries"

WE "temporaries" have now been told bluntly that the Charter has been negotiated entirely for the benefit of the permanent staff. The "temporaries" pay the same subscriptions as other members of the Association and yet are denied the benefits secured for their colleagues in the Service.

This is a direct contravention of trade union principles and, in so far as salaries and conditions of service are concerned, is a gross betrayal of the interests of temporary staff who are members of N A L G O.

The smug self-satisfaction and apparent condescension displayed on the front page of the April number of LOCAL GOVERNMENT SERVICE is nauseating. The "temporaries" do not "rightly feel that they should share, *to some extent at least*, in the benefits now secured for their colleagues on the permanent staff." What they rightly feel is righteous indignation over the attitude of their trade union. They will be satisfied with no less than the *rate for the job*. They are quite capable, along with their permanent staff colleagues, of performing the duties assigned to them.

This treatment of temporary staff by N A L G O is analogous to the treatment meted out to the "poor whites" in the southern states of the U.S.A. In the circumstances, I cannot understand how in equity you have accepted, and continue to accept, contributions from temporary staff. To quote a famous statesman, "What kind of a people do they think we are?"

Can you enumerate any war-time benefits which have accrued to temporary staff through N A L G O, and which could not have been obtained by the temporary members themselves? I think there are none. Furthermore, in view of the fact that N A L G O is now deliberately ignoring temporary staff, will it consider refunding the many thousands of pounds obtained, more or less under false pretences, from these members?

Local authorities are being encouraged through the Charter to pay less than the rate for the job. I should like to know if they stipulated, as a condition of negotiation, that temporary staff should be left outside the scope of the Charter scales of salaries and conditions.

It is a perfect paradox to advocate, as the Association does, equality between men and women and yet not to insist upon the rate for the job as between man and man.

5 Shrublands Close, Chelmsford. F. R. BUCHANAN.

"A Raw Deal"

WHILE I appreciate that the Charter provides for normal peacetime conditions and therefore for permanent officers, I fail to see how it can be construed to distinguish the temporary from the permanent officer.

If it is tacitly understood by employing authorities and N A L G O that the Charter is to apply only to the permanent staffs, we know what to think of N A L G O. The fact would demonstrate that a first principle of trade unionism—equality of status of all members—had been negated, abandoned, and violated, and that, instead of effecting unity, the Charter had divided.

Is there another union in the land worthy of the name guilty of negotiating an agreement in the interest of part of its membership only? When, at the beginning of the war, the L.P.T.B., and the main line railways began recruiting women, the unions insisted on the same rates of pay as for men. No sheep and goats here.

If temporary officers are to incur disabilities merely because they are temporaries, then they can rejoice in having had a raw deal and being induced to enter N A L G O by false pretences.

Walthamstow Branch. GEO. D. WEBB.

One difficulty which faced the staff side of the National Whitley Council in negotiating the Charter was that the employers did not share Mr. Buchanan's opinion that temporary officers as a whole are in every respect as efficient as permanent officers and therefore entitled to "the rate for the job." Another was that there are many precedents—for example in the Civil Service—for paying temporary officers lower salaries than permanent ones. For these reasons the National Council did not apply the National Scales to them as a body, but left the decision to each local authority. But Mr. Buchanan's assumption that N A L G O was, and is, indifferent to the interests of "temporaries" is false. It is doing everything possible for them. Discussions are now taking place in the National Council, and there are good grounds for believing that substantial gains will be achieved in the near future.

We can enumerate many war-time benefits obtained for "temporaries" by N A L G O. Many have, in fact, had national scales—and, before that, provincial scales—applied to them. Most have been paid the bonus awards negotiated by N A L G O. Many who served in the Forces have had their service pay supplemented under schemes won by N A L G O. In general, they have shared in the improvements in service conditions won by the Association for its permanent members—not only during the war but over many years before.

Mr. Webb overlooks the fact that the National Union of General and Municipal Workers, the Transport and General Workers' Union, the National Union of Public Employees, and the Confederation of Health Services Employees are represented, with N A L G O, on the National Council and are equally party to the Charter.

Departures from the Charter

IN your May editorial you say: "Branches which depart from the Charter to gain or retain a small and probably temporary advantage, are acting against their own interests. They are weakening N A L G O by their disunity, they are weakening the National Whitley Council by their disloyalty, and they are destroying the foundations of that structure of negotiation so painstakingly built up."

This statement, I feel sure, must be unique in trade union history. Here is a union telling its branches they should not press for better conditions than those achieved by negotiation. It appears that the local government service, and presumably the National Executive, look upon the Charter as the final expression of their hopes. If that is so, there is nothing left for N A L G O to do in the way of improving the conditions of its members, and it has relinquished its main responsibility as a trade union.

Many of us cannot accept this position. The provisions of the Charter should be accepted as national minimum conditions, not maximum conditions. This has always been the established practice in trade unionism. It is fantastic to expect some branches to agree to a worsening

of conditions and all the rest to give up thinking about pressing for better conditions. Supposing the L.C.C. were covered by the National Whitley Council, how would it strengthen NALGO for the L.C.C. staff to accept three days' less annual leave for permanent staff over 21, and earning under £300 a year, or a lower scale of sick pay allowance? To agree to such worsening of conditions would be a betrayal of the interests of the staff of the L.C.C. Does the N.E.C. regard this as loyalty to the National Whitley Council? It is to be hoped that this point will be brought out strongly at Conference.

24, Sinclair Grove, Golders Green, N.W. 11. L. J. MACFARLANE, L.C.C. Branch.

The statement is by no means "unique in trade union history": on the contrary, the negotiation and insistence upon national agreements—which are standards, not minima—is common trade union practice. It would be "unique" if, immediately after a union had reached a national agreement, its branches sought to negotiate different local agreements.

The Charter is far from being "the final expression" of NALGO's hopes. Both sides of the National Council expect to improve it.

But members should regard the Charter as a whole. As such, it represents a substantial all-round improvement in conditions. Admittedly, parts of the Charter are not good enough. It is our task now to get these improved, and they will be improved—but to the benefit of all, not merely of a favoured few.

SHOULD WOMEN BE SACKED?

"Injustice to Colleagues"

I FAIL to understand the attitude of "Pen-Pusher" who, in the May journal, calls for the sacking of all his women comrades in the service. At the outbreak of war, the women, not only of England but of other countries, were called upon, almost at a minute's notice, and I wonder how the education and other local government offices would have existed without them. Is not "Pen-Pusher" doing an injustice to his younger colleagues?

"SINGLE GIRL."

"Absolutely Spoilt"

I TAKE off my hat to "Pen Pusher," and agree with everything he says. The women employed in most offices are absolutely spoilt by their employers and are never allowed to work as hard as men do. If they are asked to do anything they don't like, they will refuse to do it. A man who did this would get the sack, but the woman gets away with it every time.

Let every available man seeking clerical work be employed, even at the expense of sacking the women at present keeping men on the dole again.

"ANOTHER PEN-PUSHER."

THE "INDISPENSABLES"

Compelled to Stay on the Job

WHEN he complains that officers who were not called up because they were "indispensable" during the war are now seeking better paid jobs, "Square Deal" overlooks the fact that many of the "indispensables," if not all, had no say in their form of national service. In my own case, despite requests to be released for military service, my employing authority decided that I should be retained on civilian duties. Now that my ex-service colleagues have returned, my natural desire to move to more remunerative employment is not regarded by anybody—least of all my chief—as a desertion or forsaking.

"CIVIL DEFENCE."

RETIRED MEMBER'S PLIGHT

£91 Pension After 30 Years' Service!

MY case is worse than that of Mr. Weightman, described in the April journal. My council adopted superannuation only after the passing of the 1937 Act, by which date I was over 55, and therefore non-contributory. I receive only 120ths with the result that, after almost 30 years' service, my pension is £91 a year—just half of Mr. Weightman's. My council made no addition to my pension, although two years earlier it had increased that of the clerk from £65 to £130. The council allowed me to remain in office, as surveyor, for one year, deducting my pension from salary. It is a small and poor authority, with a penny rate raising only £50; nevertheless, I can feelingly echo Mr. Weightman's contention that the position of the retired member with small pension should receive more consideration.

Preesall, Fleetwood. H. TURNER.

HOW NALGO HELPS ITS MEMBERS

Victories on Reinstatement, Compensation, and Superannuation Problems

THE value of NALGO's legal aid to its members is illustrated by three further cases this month—a reinstatement appeal of exceptional interest, a compensation appeal, and an unusual superannuation appeal.

Mr. X. was appointed by county council A in 1937, as a divisional education officer, at a salary of £450—£600. In January, 1939, with the approval of the local authority, he joined the Territorials, was called up in the following August, and in 1941 was commissioned into the Army Education Corps, attaining the rank of major. He was asked to defer his release for 12 months to accept the post of commandant of a school of education with the rank of lieut.-colonel, but refused in view of a warning from the clerk of the county council that he might lose his reinstatement rights if he extended his service voluntarily.

In 1942, learning that the county council had appointed other and younger divisional officers on a scale of £650—£850, X applied for re-grading, but his application was refused. In view of this, he later applied for and obtained the post of assistant to the director of education of county council B, and was appointed, subject to immediate release from the Army. Before applying for release, he wrote to county council A, explaining that he would prefer to remain with it if he could be assured of improved prospects, but his chief advised him to take the other job. In fact, the War Office refused to release him, and he was posted to the Middle East.

As soon as he knew the date of his demobilisation, he sent to county council A a formal application for reinstatement. On returning home, however, he found a letter from county council B renewing the offer of the post as assistant to the director. He again went to see his old chief and said that he would prefer to remain with county council A if it would offer him satisfactory terms. Instead, he was offered only a temporary post, at the maximum of his old grade, as assistant to one of his former colleagues. This he refused.

No formal offer of reinstatement was made by authority A and, more than two months after the date of his application, X took up the appointment offered by authority B at a salary commencing £50 above his old maximum, but on a scale lower than the new scale adopted by A. At the same time, he renewed his application for reinstatement, indicating that he would be available to begin work three clear months after the date on which he was offered reinstatement, to allow for notice to authority B. He also notified A that, if it failed to make him a formal offer of reinstatement within six months of his original application, he would appeal to a reinstatement committee. No offer was made, and X therefore appealed.

Before the committee, authority A contended that:

X's renewal of his original application was invalid, since it indicated that he would not be available for employment for more than three months from the date of the renewal;

The offer of temporary employment had discharged the council's obligation under the Reinstatement Act; and

The obligation to reinstate had passed from the county council to the joint committee set up under the Education Act, 1944.

For X, Counsel, briefed by NALGO, argued that the renewal of the application was valid and that the county council remained under an obligation to reinstate him, and asked for compensation, based on the recently amended grade for the post of £655—£835, and including the cost of moving house, rather than reinstatement.

The committee found unanimously for X and ordered the county council to pay him £142 compensation. Important points established by this case are:

An offer of temporary employment with reduction of status, although at the original salary, does not comply with the provisions of the Reinstatement Act;

If other employment is obtained while waiting for reinstatement, a renewal of the original application is not invalid if the date on which the applicant will be available for employment is determined by the length of notice that is to be given to the other employer;

A county council is not relieved of the obligation to reinstate a divisional education officer because a new appointment can be made only on the recommendation of a joint committee;

Compensation may be awarded, although the applicant does not ask the committee to order reinstatement; and

This compensation may be based on a higher scale of salary than that which applied to the applicant when he joined the Army.

A TRIBUTE FROM PARLIAMENT

The pensions appeal victory reported in last month's journal, in which NALGO, appealing to the High Court on behalf of a member refused a war pension by an appeal tribunal, obtained from Mr. Justice Denning a judgment in support of the "fit for service fit for pension" principle, was raised in a debate on the adjournment in the House of Commons on May 13. In the course of the debate, Mr. T. W. Burden, M.P. for Sheffield (Park), said:

"I think the House will be surprised to learn that in the case referred to, the chairman of the appeals board refused permission for appeal to the High Court. The claimant, however, happened to be a member of the National Association of Local Government Officers, and went to his organisation. This body took legal opinion and again doubt was expressed whether the case could be sustained in the High Court, in view of the attitude of the chairman. The organisation took the risk, and I suggest that, in so doing, they performed a great public service. I put it to the Minister and to this House that if that man had not had behind him a great organisation, prepared to take the risk, he would have been denied a pension."

FIXING COMPENSATION
Latest Salary the Basis

IN the second case, the Minister of Education confirmed NALGO's contention that, in assessing, for the purposes of a compensation claim, the amount of any pecuniary loss sustained by a salaried officer by reason of the determination of his office, a local authority should have regard to the amount of the officer's emoluments immediately before his office ceases, rather than the average amount of his emoluments during the preceding five years.

A county council had assessed compensation payable on a claim for loss of office arising out of the operation of the Education Act, 1944, on the average emoluments for the five years preceding the material date. NALGO appealed, and the Minister, taking the view that the annual pecuniary loss should be determined, not on the amounts received by the officer as salary in the past, but on the actual loss that he would suffer in the future, allowed the appeal. This decision does not apply to an officer in receipt of fees, the amount of which may vary from year to year, and for which the fairest basis of assessment is the five-year period.

A Pension Puzzle

THE third case presented a pretty superannuation problem. It was that of a member employed by authority A who applied for an appointment with authority B, obtained the post in August, 1939, gave a month's notice to authority A on August 23, but, since he was in the Territorials, was embodied in the Army on September 3. As a result, authority B decided that the appointment had not become operative, but authority A refused to allow him to withdraw his resignation. Although authority A reinstated him on demobilisation, it took the view that, since his employment with it had ended on the expiring of his notice of resignation on September 21, 1939, it had no power to aggregate his war service with his previous service for superannuation purposes.

NALGO appealed on the member's behalf to the Minister of Health. The Minister held that, since the member was training in the Territorial Army on September 1, 1939, the date upon which the "present emergency" was deemed to commence for the purposes of the Local Government Staffs (War Service) Act, his resignation, which was due to take effect on September 21, 1939, was ineffective, and that authority A, in whose service he still was on September 1, was, therefore, the appropriate superannuation authority for the whole period of his war service.

mbeth Preaches P.R. : A Go-Ahead R.D.C. Member's Fine War Record

most exciting experience last month was a visit to **Lambeth** town hall where, r the chairmanship of the mayor, members he council's public relations committee, ed a few months ago, explained their plans to nference of about 100 representatives of most ic organisations in the borough. It was most ulating to find a local authority, having taken ublic relations as N A L G O has advocated reaching the policy with enthusiasm to an ence equally enthusiastic.

ne public relations committee is composed of n members of the council and eleven repre- atives of other organisations, including four l newspapers, the cinemas, London Council Social Service, National Union of Teachers, ary Club, Women's Co-operative Guild, and local branch of N A L G O. Its object, the irman, Ald. CAROL JOHNSON told the con- nce, is "to persuade the largest possible nber of citizens to take a continuous and ve part in the local government of their ough, to explain the council to the ratepayers l to help the ratepayers to tell the council at they want from it." Among the means of ng this which the committee is now considering better relations with the newspapers, the lication of a bright annual report, civic weeks, ebrations, and special "weeks" for different al interests, an information bureau—to be used o as a means of eliciting the views and attitudes ratepayers—organised visits to council meetings, ks, lectures, brains trusts and debates, study ups, the teaching of civics in schools and youth anisations, broadcasts, and films.

A lively two-hour meeting produced many more as, including a civic exhibition, a "Shadow uncil" for children, a town hall newsroom, d an attempt to bring civics to life through ama. Altogether, Lambeth is worth watching.

R.D.C. News Sheet

WAS delighted to receive the other day the first number of **Chelmsford** Rural District uncil's quarterly "Bulletin"—a neatly nted 8-page pamphlet in which are described, simple terms, some of the achievements and ns not only of the district council but also of parish councils in the area and of the county uncil. Edited by T. H. E. BARTROP, the uncil's official (part-time) public relations icer, the first number contains, in addition to a mmentary on the council's work, an account of 5-year housing plans, reports from the clerks seven parish councils, and articles on water pply, public health, and the rural rate. A ousand copies of the first issue have been dis- buted free to ratepayers. Its aim, the chairman the council explains in a foreword, is "to mulate and foster a closer relationship between e ratepayers and the council." This is the st example I have seen of a rural district council nbarking on an enterprise of this kind ; but nope that others will follow so admirable a lead.

vics for Youth

OUTH must always take a leading place in all public relations work, and I was therefore ad to hear of a successful civics course for youth ganisations sponsored by the **Halifax** Rotary Club d organised by one of its members, with the lp and advice of ERNEST HOLT, **Halifax** branch blic relations officer, who also supplied many the speakers. The course, attended by more an 100 young people between 16 and 20, in- uded lectures and visits to municipal activities d was featured in a 15-minute broadcast in Northern Roundabout" recently. Here, inci- ntally, is an idea for branch public relations ficers: why not invite the B.B.C., especially the regions, to broadcast your most interesting tivities ?

-And for Juniors

HAT even the youngest children can be interested in local government was effec- vely demonstrated during the Easter holidays Miss D. R. WOOD, principal of Queenswood reparatory School, **New Malden**. The school is n on modern lines, for the children—all under 11 hold weekly meetings to discuss school matters, ake their own school rules, and "try" offenders ho break them. At a recent school meeting, ne of the children suggested that it would be fine see how Malden was run. Miss Wood asked r a list of the places they would like to see, and the town hall and fire station were given first choice. The mayor was approached and, as a result, a series of visits was arranged for the first week of the Easter holidays.

"To be allowed to see and take part in the work of *real people* was a constant joy to them," Miss Wood tells me, "and more than one child returned to the library to seek further knowledge of what had taken place in that morning's visit. The council chamber opened the door to many future discussions in school and the display given by the firemen filled them with awe and admiration—no false alarms will ever be given by these children, who learned of the trouble and waste of time they caused."

So successful was the scheme that it is to be expanded during the summer holidays. Could not branch public relations officers arrange similar holiday visits in their own areas ?

London Co-op. President

METROPOLITAN members will be glad to hear of the election of W. F. PODMORE, a well-known member of **West Ham** branch (where he works in the education department) as president of the London Co-operative Society, an organisation of 870,000 members and an annual trade of £21,000,000. Mr. Podmore was elected to West Ham branch executive in 1927, was branch chairman from 1935 to 1944, and was a member of the Metropolitan district committee from 1933 to 1944. From 1938 to 1944, he sat on the staff side of the North Metropolitan provincial council.

Mr. W. F. Podmore.

Catching Them Young

CHELSEA borough council believes that it is never too early to start public relations. Every baby born in the borough receives a copy of this letter, decorated with cherubs and signed by the mayor—

"Dear Baby,—Directly I heard of your safe arrival in Chelsea I had to write and say how glad we are that you have come here ! Chelsea, you will discover, is a grand place, and I hope you will become as proud of it as I am."

On the back is information about the local infant welfare services.

Visitor from Nigeria

AN interesting—and, I hope, interested—visitor to N A L G O Headquarters during the past few weeks has been M. S. SOWOLE, secretary of the Federal Union of Native Administration Staffs in Nigeria—the Nigerian equivalent to N A L G O, with a membership of 25,000—who is spending six months in this country to study the Association and its working.

In addition to visiting every department at Headquarters, Mr. Sowole is attending meetings of the Metropolitan district committee, the London District Council, and, it is hoped, several Metropolitan branches. He will be at Conference this month, and, if time allows, plans to visit some provincial branches and districts ; in addition, he is proposing to develop in Nigeria courses of study modelled on the N A L G O courses.

A N A L G O Brigadier

IN past months, I have recorded the careers of nine members who rose to the ranks of Lt.-Colonel while on war service. There is one who rose even higher—Brigadier A. F. HELY, a dental officer of **Cheshire county**. Before the war, as a Territorial officer, he was in command of the 106 (Lancs. Hussars) Regt. of the R.H.A. Called up in September, 1939, he went with his regiment to Palestine, later joined the 7th Armoured Division in the Western Desert, took part in Wavell's first push to Benghazi, was transferred to Greece after the Italian attack, fought in the rearguard, and when Greece collapsed, escaped to Crete. Here, the survivors, having destroyed their guns in Greece, became infantry, and Hely commanded a mixed brigade of gunners, Greeks, Cretans and "other odd people armed with rifles" against the German paratroops at Suda Bay. Escaping again after a march across the island, with his regiment reduced to 45 men, he was sent to Syria to command the 60th Field Regt., R.A., and later returned to the 7th Armoured Division where, after fighting in the relief of Tobruk, he again reached Benghazi. Here the regiment, which had suffered heavily, was relieved to refit and reform. In March, 1942, he sailed with the regiment to Burma, but on the fall of Rangoon they were diverted to India, where Hely was promoted to Brigadier and appointed Commander R.A. to the 7th Indian Division. After serving on the North-West Frontier for a year, the division went, in August, 1943, to Arakan where, in the famous "Admin. Box" it held out for three weeks entirely surrounded by Japanese—the turning point in the Burma campaign. For his part in this action, Brigadier Hely, who had collected a D.S.O. and Mention in Dispatches after the fighting in Greece, Crete, and the Desert, was awarded the C.B.E.

Altogether, a record to be proud of ! Brig. Hely is now back at work as a dental officer.

Education "Boom"

THE impetus given by the Charter, with its insistence on qualifications as the only key to promotion, to education in the service is clearly reflected in the experience of N A L G O's education department. During the four weeks before the Charter was published the department received 350 inquiries and requests for advice from members wishing to begin or extend studies. During the four weeks after publication of the Charter, the number of inquiries jumped to nearly 1,000. The increased interest was also reflected in the number of enrolments for study courses with the Nalgo Correspondence Institute. In the same four-week period immediately preceding the Charter, 66 students enrolled for courses ; in the month following its issue, the total was 112, and this in spite of the inevitable time-lag between inquiry and enrolment. The examinations attracting the greatest interest are the Association's own examinations and the Diploma in Public Administration, for both of which the N.C.I. conducts correspondence courses second to none.

Forthcoming Exhibitions

I PUBLISH, for the benefit of neighbouring branches, a list of local government exhibitions planned for the next three months:

June 2—**Stretford.**
June 17—**West Hartlepool.**
June 22—**Scottish district and York.**
July 13—**Harrogate.**
July 20—Not July 13 as stated last month—**Halifax.**
August 3—**Billericay** (for one month) and **Willesden.**
August 24—**Dunfermline.**

There are still vacant dates for the small exhibition from this month onwards, and for the big one from February, 1947.

In Double Harness

WITH so many women now in the service, there must be many examples of husband and wife who are both local government officers; but how many, I wonder, are in the same job but for different authorities ? That is the position of Mr. and Mrs. G. S. TURNER. Mr. Turner is rate collector for **Rushden** urban district council, Northamptonshire, while his wife is temporary rate collector for the neighbouring borough of **Higham Ferrers.**

14 Months' Bonus Arrears for St. Austell Officers

As the result of a decision by the provincial council disputes committee last month, 28 officers of **St. Austell** U.D. are to receive arrears of cost-of-living bonus from April 1, 1945, together with the difference between their former salaries and the provincial council scales over the same period. The council had refused to observe National Whitley Council awards and a difference was reported to the disputes committee.

House Exchange Service

E. J. Myers, Woolwich branch, wishes to exchange his modern first-floor flat, 14, Arlington Park Mansions, Sutton Lane, **Turnham Green**, W.4 (dining-sitting room, 20' × 12', one bedroom, bath, kitchenette, ideal boiler, passenger lift, porter service, overlooking Turnham Green, and 200 yards Chiswick Park station), for small house between **Eltham** and **Dartford** or in **Sidcup** area.

T. F. Hegarty, asst. town clerk, Leigh, and recently appointed deputy town clerk, Edmonton, wishes to exchange his house at Whitley Crescent, **Wigan** (mod. semi-det., 3-bed.) for similar house within eight miles of **Edmonton** town hall.

NALGO ROLL OF HONOUR

H.M. Forces.

KILLED OR DIED ON SERVICE.

Adams, G. S., R.A.F., weights and measures dept., Eastbourne ; **Allerdyce, K. G.**, R.A.F., surveyor's dept., Hants ; **Andrews, E. G.**, R.A., valuer's dept., Hants ; *Annan, Capt. W. R., R.E., town planning dept., Roxburgh C.C. ; **Arbon, S/M T. W.**, East Riding ; **Armitage, Marine S.**, R.M., treasurer's dept., Dewsbury ; *Bailey, F/O W. E., R.A.F., parks dept., Bolton ; **Ball, Sgt. M. A.**, R.A.F., Brentford and Chiswick ; **Barber, Sub/Lt. W.**, F.A.A., Bentley with Arksey ; **Bell, Pupil/Pilot N.**, R.A.F., welfare dept., Bolton ; *Bentley, F/O H. R., R.A.F., health dept., Wirral ; **Bertram, P/O R.**, R.A.F., education dept., Hull ; **Bett, P/O R. C.**, R.A.F., treasurer's dept., Stafford C.C. ; **Blakeman, F/O A. W.**, D.F.C., R.A.F.V.R., clerk's dept., Stafford C.C. ; **Bourne, Cpl. G.**, engineer's dept., Hull ; **Bramall, F/Sgt. F.**, R.A.F., health dept., Burnley ; *Bream, Rfn. E. M., treasurer's dept., Croydon ; **Burgess, P/O C. S.**, R.A.F., Runcorn ; **Bustard, Lt. L. C.**, Guildford ; **Butler, F/O E. H.**, R.A.F.V.R., laboratory technician, Romford ; *Butterfield, Sgt/A.G., T. P., R.A.F., regional planning dept., Bolton.

Carter, Pte. A. N., libraries dept., Wallasey ; **Cheetham, P/O A. F.**, R.A.F., E. Riding ; **Chippingdale, Capt. G. W.**, East Riding ; **Clarke, F/Sgt. L.**, R.A.F., treasurer's dept., Hull ; **Colcomb, F/O E. C.**, R.A.F., libraries dept., Hull ; **Connor, P.**, treasurer's dept., Hants ; **Coombes, Sgt. D.**, R.A.F.V.R., laboratory assistant, Romford ; **Cotterill, L/Sgt. J. W.**, engineer's dept., Newport, Mon ; *Currie, W/Op. S. B., R.A.F., treasurer's dept., Brentford and Chiswick ; **Dixon, Ldg/Supply/Asst. N. J.**, R.N., surveyor's dept., Harwich ; *Dolman, A/C J. H., R.A.F., treasurer's dept., Bedford C.C. ; **Dominey, Capt. P. D. E.**, health dept., Bournemouth ; **Duncan, 2nd Lt. S.**, health dept., Hull.

Easthope, Sgt. F. A., R.A.F., gas dept., Bolton ; **Elwell, Dvr. F. W.**, East Riding C.C. ; **Field, Maj. E. R. B.**, public assistance dept., Bournemouth ; **Fogarty, L/Cpl. J.**, Bootle ; **Friar, Sgt./P., J.**, R.A.F., Brentford and Chiswick ; **Gibbs, P/O W. E.**, R.A.F., De-La-Pole Hospital, Willerby, Hull ; **Glen, F/O J. A.**, R.A.F., health dept., Hull ; **Goulburn, A/C E.**, R.A.F., treasurer's dept., Bolton ; **Gradige, H.**, R.A.M.C., health dept., Hants ; **Greenslade, C. H.**, R.A., treasurer's dept., Eastbourne ; **Griffiths, Cpl. A. E.**, R.A.C., rating and finance dept., Hereford R.D.

Hammond, Gnr. A. S., finance dept., Orpington ; **Hammond, Sgt. J.**, treasurer's dept., Wallasey ; **Harker, M.**, R.A.F., accounts dept., North Riding ; **Hatchett, Lt. J. J.**, R.A., treasurer's dept., Stafford C.C. ; **Heddle, Lt/Col. G. I.**, R.E., county road surveyor's dept., Aberdeen ; *Hemingway, Supply Rating J., R.N., clerk's dept., North Riding ; *Hemingway, Pte. R. W., R.A.P.C., highways dept., Dewsbury ; **Hemsworth, Pte. R.**, electricity dept., Hull ; **Henderson, F/Sgt. K.**, R.A.F., Easington ; **Hextall, Lt. G. A.**, treasurer's dept., Nuneaton ; *Heywood, F/O R. H., R.A.F., treasurer's dept., Wallasey ; **Horton, Sgt. K.**, R.A.F., Brentford and Chiswick ; *Humphrey, L/Cpl. H. H., treasurer's dept., Slough ; **Hunt, Sgt/Obs. G. A.**, West Cheshire Water Board, Wirral ; **Idle, Sgt. E.**, health dept., Oldham ; *Jackson, Sgt/Obs. B., R.A.F., treasurer's dept., Evesham ; *Jaques, Sgt/Obs. F. C., R.A.F., P.A. dept., Croydon ; **Jarvis, Sgt. N.**, R.A.F., surveyor's dept., Nuneaton ; **Johnson, P/O A. O.**, R.A.F., E. Riding C.C. ; *Jordan, Sgt/P A. G., R.A.F., treasurer's dept., Cornwall ; †Jupp, P/O H. E., R.A.F., engineer's dept., Croydon.

King, H. F., R.A.F., treasurer's dept., Hants ; **King F/Lt. V.**, R.A.F., Easington ; **Knowles, Cpl. R. A.**, R.A.F., surveyor's dept., Yiewsley and W. Drayton ; **Lager, Sgt/P E. H.**, R.A.F., Guildford ; **Lawson, Pte. R.**, libraries dept., Hull ; **Lewsley, F/Sgt. F.**, R.A.F., health dept., Hull ; **Litchfield, G. A.**, education dept., Bedford C.C. ; **Lyon, Sgt. A. E.**, electricity dept., Hull ; **Mackintosh, L/A/C J. L.**, R.A.F., clerk's dept., North Riding ; **Markham, E. D.**, education dept., Bedford C.C. ; †May, Gnr. J. L., R.A., accountant's dept., Carshalton ; **Maynard, Sub/Lt. S.**, F.A.A., Guildford ; **Mervyn, A. J.**, R.A., treasurer's dept., Eastbourne ; **Myers, Pte. E.**, R.T.C., rates dept., Brigg R.D. ; **Ollerton, F/Sgt. R.**, R.A.F., housing dept., Bolton.

Paget, Sgt/Obs. J. E., R.A.F., electricity dept., Hull ; *Palmer, F., R.N., engineer's dept., Croydon ; *Pleydell, F/Sgt/A/G H. J., R.A.F., treasurer's dept., Bethnal Green ; **Powell, F/O R. W.**, R.A.F., health dept., Newport, Mon ; **Pratt, F/Lt. R. E.**, R.A.F., treasurer's dept., Nuneaton ; *Proctor, Coder L., R.N., water dept., Burnley ; **Riley, A.**, R.A.S.C., gas dept., Burnley ; *Roper, A/B F. M., R.N., Guisborough Institution, North Riding ; **Rowe, Lt. S. T.**, R.E., Guildford ; **Rowntree, P/O H. R.**, R.A.F., electricity dept., Hull ; **Rowsby, Sub/Lt. L.**, education dept., Hull ; **Shires, Sgt. R. B.**, R.A.F., treasurer's dept., Dewsbury ; **Shuker, S/Sgt. G. C.**, R.A.O.C., clerk's dept., Stafford C.C. ; **Slater, L/A/C B.**, R.A.F., treasurer's dept., Burnley ; **Smith, Sgt/P B.**, R.A.F., Brentford and Chiswick ; **Smith, Sgt/Eng.**, R.A.F., rates dept., Yiewsley and W. Drayton ; **Summerscales, F/Lt. C.**, R.A.F., treasurer's dept., Dewsbury ; *Swatridge, Sub/Lt. D. E., R.N.V.R., licences dept., Bournemouth ; **Symes, B. S.**, R.A.F., land office, Hants.

Taylor, Air/Mech. T., R.A.F., clerk's dept., Hull ; **Thompson, Sgt/Obs. W. H.**, R.A.F., health dept., North Riding ; **Treadwell, W/O/Nav. W. J.**, R.A.F., public assistance dept., Stafford C.C. ; **Walker, Pte. H. J.**, finance dept., Camberwell ; **Waterman, J. A.**, R.A.F., clerk's dept., Hants ; **Weaver, F/O B. F.**, R.A.F., Runcorn ; **Williamson, E. S.**, R.A., surveyor's dept., Hants ; *Wilson, Sgt. G. R., R.A.F., clerk's dept., North Riding ; **Wilson, F/O P. A.**, R.A.F., treasurer's dept., Hull ; *Windress, Sgt/P I., R.A.F., highways dept., North Riding ; **Witcher, F. H.**, R.A.F., public assistance dept., Hants ; *Wolfenden, Sgt/P H., education dept., Hull ; **Woodmansey, F/O F.**, R.A.F., libraries dept., Hull ; **Wooley, Pte. W. M.**, libraries dept., Hull ; **Wormald, Sgt. C.**, East Riding.

MISSING—PRESUMED KILLED.

Holloway, F/O I., R.A.F., electricity dept., Wimbledon ; **Holmes, O/S. J. S.**, R.N., librarian, Hucknall ; **Perry-Hook, Lt. R. E.**, R.N.V.R., engineering assistant, Paignton U.D. ; **Hughes, Lt. W. D.**, F.A.A., Bootle ; **James, Sgt/Obs. J. D. S.**, R.A.F., Bootle ; **Perkins, F/Sgt. W. F. F.**, R.A.F., treasurer's dept., Wimbledon ; †Still, Cpl. N., R.E., engineer's dept., Bournemouth ; **Tomkins, Sgt. G.**, R.A.F.V.R., finance dept., Surrey ; **Tomlinson, F/Sgt. L.**, R.A.F., Bootle ; **Walpole, F/O S.**, R.A.F., assistant director of education, Bootle ; **Wickson, F/O J. A.**, R.A.F., transport dept., Leicester.

Previously reported missing.
†*Previously reported prisoner.*

AWARDS TO MEMBERS.

D.S.C.

Wylie, Lt. R. S., electricity dept., Hull.

M.C.

Field, Maj. E. R. B., public assistance dept., Bournemouth ; **Hurst, Capt. A.**, R.A., libraries dept., Bolton ; **Murray, Lt. D. D.**, R.E., county road surveyor's dept., Aberdeen.

CROIX DE GUERRE WITH PALM LEAF.

Powner, S/Sgt. R. H., R.E., surveyor's dept., Newcastle.

D.F.C.

Barker, S/Ldr. A., R.A.F., electricity dept., Hull ; **Baynes, F/O G.**, R.A.F., libraries dept., North Riding ; **Colton, P/O E. C. D.**, R.A.F., education dept., Wallasey ; **Curtis, J. A. B.**, engineer's dept., Croydon ; **Loveday, W/O G. A.**, R.A.F., treasurer's dept., Bolton ; **Sleight, F/Lt. P.**, health dept., Hull ; **Somervaille, F/O R. K.**, R.A.F., roads dept., Roxburgh C.C. ; **Stevens, F/Lt. G.**, R.A.F.V.R., clerk's dept., Orpington ; **Summerscales, F/Lt. C.**, R.A.F., treasurer's dept., Dewsbury ; **Thompson, F/O D. P.**, R.A.F., treasurer's dept., Dewsbury ; **Walker, F/O R.**, R.A.F., education dept., Dewsbury.

D.F.M.

Baynes, F/O G., R.A.F., libraries dept., North Riding ; **Pinner, F/O W.**, R.A.F., treasurer's dept., Burnley ; **Robinson, F/O A. W.**, R.A.F., treasurer's dept., Dewsbury.

D.S.M.

McKay, A/B E., R.N., trasnsport dept., Burnley.

M.M.

Crewes, Tpr. W. A., treasurer's dept., Cornwall ; **Woodcock, Sgt. W.**, gas and water dept., Wallasey.

G.M.

Walker, Capt. R. G., R.E., engineer's dept., Wallington.

B.E.M.

Allison, F/Sgt. R., R.A.F., surveyor's dept., Durham ; **Barber, Sgt. J. L.**, cleansing dept., Hull ; **Crower, Sgt. C. A.**, electricity dept., Hull ; **Fawcett, S/Sgt. J. E.**, treasurer's dept., Hull ; **Finch, L. T.**, architect's office, Warwick C.C. ; **Glenville, A. H. O.**, engineer's dept., Hull ; **Spick, W/O H.**, education dept., Hull ; **Trinick, S/Q/M/S H.**, health dept., Hull.

O.B.E.

Haselgrave, Lt/Col. J. R., deputy town clerk, Nuneaton.

M.B.E.

Smith, F/O J. F., R.A.F., Doncaster ; **West, Mr. J. C.**, R.E., engineer's dept., Bournemouth ; **Wilson, Lt. A.**, R.N., treasurer's dept., Wallasey.

U.S. BRONZE STAR.

Hallett, Cpl. W. A., public assistance dept., Bootle.

C.-in-C's CERTIFICATE.

Benyon, E. F., R.A.S.C., gas dept., Burnley.

CERTIFICATE OF MERIT.

Bond, S/S/M F., R.A.S.C., rating dept., Bournemouth.

CERTIFICATE OF MERITORIOUS SERVICE.

Carnell, S/Sgt. G., R.A.O.C., treasurer's dept., Doncaster.

CERTIFICATE OF GOOD SERVICE.

Reeve, Cpl. H. G., R.A.F., Essex.

MENTIONED IN DISPATCHES.

Annan, Capt. W. R., R.E., town planning dept., Roxburgh C.C. ; **Bailey, Lt. L. B.**, R.A.S.C., treasurer's dept., Bethnal Green ; **Blizard, Lt. D. W.**, accountant's dept., Salop ; **Bollard, Capt. J.**, R.E.M.E., transport dept., Bournemouth ; **Campbell, F/Lt. G.**, R.A.F., Liverpool ; **Carruthers, Cpl. T. K.**, R.A.F., welfare dept., Dewsbury ; **Cooper, F/Lt. J. J.**, R.A.F., treasurer's dept., Newcastle ; **Cull, C/Q/M/S A. J.**, R.E., rating dept., Bournemouth ; **Darnley, W/O/1 R. P.**, R.A.O.C., education dept., Croydon ; **Dyson, Bdr. H.**, R.A., libraries dept., Dewsbury ; **Fawcett, S/Sgt. J. E.**, G.H.Q. "Paiforce," treasurer's dept., Hull ; **Fox, Lt. T. D.**, R.N., education dept., Wallasey ; **Gibson, Maj. W.**, R.E., divisional road surveyor, Roxburgh C.C.

Harris, R., engineer's dept., Croydon ; **Jefferson, L/A/C W. L.**, health dept., Hull ; **Jones, W/O/2 J. A.**, R.E.M.E., treasurer's dept., S. Shields ; **Mackenzie, L/A/C T. S.**, R.A.F., public assistance dept., North Riding ; **Mansell, Sub/Conductor W. A.**, R.A.O.C., accountant's dept., Salop ; **Manson, Sgt. A.**, R.A.M.C., sanitary inspector's office, Grimsby ; **Nicholls, S/Sgt. E. A.**, electricity dept., Hull ; **Spencer, F/Lt. N.**, cleansing dept., Hull ; **Todd, S/Ldr. E. V.**, R.A.F.V.R., architect and building surveyor, Fleetwood ; **Watson, S/Q/M/S H.**, R.A.O.C., surveyor's dept., Burnley ; **Weaver, T. P.**, clerk's dept., Croydon ; **Willis, S/Sgt. L. P.**, highways dept., Surrey ; **Wilson, S/Cdr. E. H.**, R.A.O.C., clerk, Durham.

Civilian.

KILLED.

Barrett, E., staff nurse, Romford ; **Harrison, R.**, Bootle ; **Pratt, W.**, electricity dept., Hull ; **Waugh, J.**, probationer nurse, Romford.

AWARDS.

G.M.

Horburgh, Dr. P. G., medical officer of health, Nuneaton.

B.E.M.

Collins, W. H., senior sanitary inspector, Greenwich.

M.B.E.

Moyes, Dr. R. H., health dept., Hull ; **Standring, Dr. H.**, health dept., Hull.

O.B.E.

Coni, K. V., health dept., Hull ; **Morris, W.**, engineer's dept., Hull ; **Oldroyd, T.**, town clerk, Nuneaton.

Another £1,350 for Your Benevolent Fund

BRANCHES continue to show ingenuity in raising money for the Benevolent Fund.

Norwich council produced a booklet on the effects of enemy action on the town. This was sold in aid of local charities, the corporation setting aside £35 for the fund.

Hornchurch collected £10 from its members to present to the fund in recognition of the Association's work in securing and giving effect to the district committee's grading scheme.

Carlisle contributed £66 7s. 6d., of which nine guineas represented lecture fees earned by officers lecturing to the Forces, £31 18s. 6d. proceeds of a draw, and £25 from branch funds.

Ruislip and Northwood netted £3 14s. 3d. from interest on holiday savings, bringing the total so contributed to nearly £14.

Donations of more than £50 came from : **Pontypridd**, £100 (play and draw) ; **Rotherham**, £100 (draw and sale of novelties) ; **Bromley**, £94 18s. (draw, football competition and donation) ; **Maidstone**, £72 3s. 3d. (ball) ; **Tyne Improvement Commission**, £70 (Christmas cards designed by member) ; **Chislehurst and Sidcup**, £67 13s. 10d. (boxing tournament) ; **West Hartlepool**, £56 1s. 6d., and **Hartlepool**, £14 3s. 3d. (joint dance and prize draw) ; and **Paisley** and **Renfrewshire**, £65 (joint dramatic club).

Further gifts, bringing last month's total to £1,350, were received from :

Ardrossan and Saltcoats, £4 6s. 3d. (social function) ; **Ayrshire**, £8 10s. 0d. (sale of programmes) ; **Barrow-in-Furness**, £20 (from dramatic group) ; **Beckenham**, £3 13s. 7d. (raffle) ; **Bedfordshire**, £43 16s. 3d. (draw and dance) ; **Bethnal Green**, £20 (draw) ; **Clackmannanshire**, £4 3s. 9d. (collection at brains trust) ; **Coulsdon and Purley**, £6 13s. 3d. (dance) ; **Crewe**, £10 19s. 0d. (social efforts) ; **Darwen**, £15 15s. 0d., and **Dukinfield**, £16 7s. 3d. (whist drives and dances) ; **Derbyshire**, £36 11s. 5d. (from local funds to bring total to £100) ; **Felling and Hebburn**, £6 4s. 0d. (social) ; **Grantham**, £10 1s. 0d. (draw) ; **Hazel Grove and Bramhall**, £7 17s. 11d. (interest on savings) ; **Hornsey**, £3 11s. 10d. (from dramatic section) ; **Lambeth**, £5 9s. 3d. (dance) ; **Lichfield**, £12 (dance) ; **Llandudno**, £12 18s. 7d. (dance and collection) ; **Metropolitan District**, £34 4s. 0d. (re-union concert) ; **Newcastle, Staffs**, £27 10s. 11d. (dance and donation) ; **North Herts**, £42 (two dances) ; **North Riding**, £28 7s. 2d. (dance and profit from tea account) ; **Nuneaton**, £10 10s. 0d. (whist drives) ; **Oxfordshire**, £30 (draw) ; **Rochdale**, £19 16s. 8d. (two dances) ; **Scottish E. Bdr. Counties**, £7 15s. 9d. (whist drive) ; **Stalybridge**, £6 10s. 0d. (dance) ; **Stockport**, £46 5s. 0d. (dance) ; **Surrey**, £5 (raffle) ; **Sutton Coldfield**, £15 (dance) ; **Swindon**, £10 (dance) ; **Tamworth**, £10 (dance) ; **Wallasey**, £12 6s. 6d. (whist drive and dance) ; **Warwickshire**, £9 2s. 6d. (raffles) ; **West Sussex**, £27 1s. 9d. (dance) ; **Whitehaven**, £33 13s. 6d. (dance) ; **Windsor**, £5 5s. 0d. (social) ; **Worcestershire**, £10 16s. 0d. [(draw) ; **Worksop**, £21 6s. 0d. (social and donation).

Obituary

Mr. John Short

WE regret to report the death, on April 19, after a severe illness, of Mr. JOHN SHORT, superintendent attendance officer at Gateshead. Mr. Short, who was 61, had been an active member of the Association for many years and was a familiar and popular figure at successive N A L G O Conferences. He had been chairman of the Gateshead branch since 1935, and was a member of the staff side and executive of the North-Eastern provincial council and of the area education committee.

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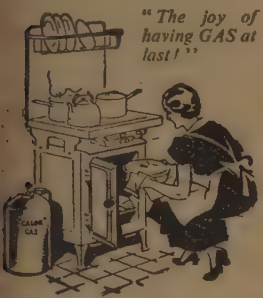

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Scotland Sets Up Eight Sub-districts to Ease Administration

A NEW set-up has been introduced into NALGO's organisation in Scotland. The country is too large, and its interests too varied, for the Association to operate efficiently as a single unit. Realising that branch effort can be more readily co-ordinated in smaller units, the district committee, meeting in Perth on May 11, endorsed the executive's scheme to divide the country into eight administrative areas. The formula is not new. It was adopted with success in the organisation of Scotland's war effort. The areas, which were agreed to after a nearly-successful bid for "Pakistan" by one well-organised district, are :

1. **Shetland, Orkney, Sutherland, Caithness, and Ross and Cromarty.**
2. **Inverness, Moray and Nairn, Banff, Aberdeen, and Kincardine.**
3. **Perth, Angus, and Kinross.**
4. **Stirling, Clackmannan, and Fife.**
5. **West Lothian, Midlothian, East Lothian, Peebles, Selkirk, Berwick, and Roxburgh.**
6. **Lanark (including Glasgow) and Argyll.**
7. **Wigtown, Kirkcudbright, and Dumfries.**
8. **Dumbarton, Renfrew, Ayr, and Bute.**

Presiding over each area will be a co-ordinating committee representative of the county and burgh branches, and responsible for furthering the Association's aims and objects in the area. This new arrangement will facilitate more intimate discussion of Association policy and closer study of methods designed to increase district effort. It will counteract, too, the weakness of the present district committee meetings, at which policy-making is forced into a back seat by the detailed review of activities.

Towards National Scales

The Joint Industrial Council was due to meet on May 31—after this journal had gone to press—and the employers' side was expected to state its attitude to the staff side's proposals for national scales, which have been before it for three months.

Meanwhile, the County Councils' Association has decided to ask the J.I.C. to disclose to it, or its standing committees, for observation, any projected scheme before a final decision has been reached. There can be little doubt that the staffs' side will resist this request. The J.I.C. is fully representative of employers' and staffs' associations and has power to reach agreements in terms of the Wages Councils Act, 1945. This suggestion of consultation outside the negotiating machinery would destroy the whole basis of the Council.

Hospital Staffs' Salaries

The National Health Committee for Staffs in Health Services (Scotland), established to legislate for the salaries and service conditions of certain staffs in local authority and voluntary hospitals, met on May 2, when the staffs' side submitted recommendations based on those made south of the Border by the Joint Negotiating Committee (Hospital Staffs). The committee was due to meet again on May 28 to hear the employers' reply. The staffs primarily concerned at the moment are pharmacists, physiotherapists, radiographers, and almoners, but professional societies representing laboratory technicians, psychiatric social workers, speech therapists, and others are being invited to come within the scope of the committee.

Reviewing Nurses' Pay

The review of nurses' salaries by the Wheatley Nurses' Salaries Committee continues at impressive speed. Only a few classes remain for revision, chief amongst them matrons, health visitors, and midwives. The views of the nurses' panel on matrons' salaries coincide with the recent Rushcliffe recommendations, but no agreement has yet been reached. A meeting to discuss the position of health visitors took place on May 22. Recent Rushcliffe recommendations give English members substantial improvements, a fact of which the staffs' side will take account.

Joint Consultative Committee

At a meeting on April 27, the Scottish Joint Consultative Committee was reconstructed in new form, and attention was directed to the scheme for Scottish scales and the need for a national recommendation from the J.I.C. The committee was due to meet again on May 28.

Civic Education

Glasgow Corporation education committee is to spend over £10,000 on a scheme to educate Glasgow youth in the workings of local government and the responsibilities of citizenship.

The subjects cover all the features of the city's government, and it is hoped that the scheme will foster a pride in the city and its institutions.

Second Prize Cliché

"The Surveyor submitted a request for an additional carthorse and it was resolved that it lie on the table."

WOMEN are more cliché-conscious than men, it would appear. Last month, first prize in the competition went to a woman, this month the second prize of 7s. 6d. follows suit. The winner is Miss R. ESSEX, *of North Devon branch. More illustrated clichés will be published in later numbers and five shillings will be paid for each one accepted.*

Registrars' National Pay Claims

APPROPRIATE salaries for whole-time registrars within the national scales were agreed at the first annual meeting of the National Association of Registration Officers last month. The rates are :

Superintendent Registrars—not less than £700 :

Deputy Superintendents—Higher Clerical Grade (£380-£425) :

Registrars—A.P.T. Grades III and IV (£390-£465)

Deputy Registrars—Clerical Grade (£315-£360).

An executive sub-committee is to be set up to examine proposals for entrance examinations and qualifications. A suggestion that county district registrars should receive £30 less than their borough colleagues was rejected, after district registrars had insisted that more time was taken in catering for scattered populations, the registration of births sometimes involving long journeys over moorland tracks.

C. L. HURST, Superintendent, Stepney, and honorary secretary of the Association, drew attention to the recent decision of the law officers of the Crown that registration officers were not legal employees of either local authorities or the Government. An Act of Parliament would be needed to secure recognised status. In the meantime, they were cold-shouldered by some local authorities and denied access to arbitration. They had not shared in the improvements gained for local government officers and civil servants.

The Minister of Health, however had stated in Parliament : "I consider it reasonable that their salaries should be in line generally with those obtaining in the local government service, and as soon as details of the new local government salary scheme have been worked out, I would welcome representations from the central associations representing the local authorities and the registrars."

N.A.R.O., formed last year, is a component part of NALGO.

Charter Adoptions Now Over 500—with More Every Day!

AT the date of going to press, a total of 517 local authorities had adopted the National Charter—an increase of 241 over the figure a month ago. Notifications of adoptions continue to reach Headquarters every day.

The authorities which have adopted the Charter include :

20 out of 62 county councils:
48 out of 83 county boroughs :
16 out of 29 metropolitan boroughs :
121 out of 309 non-county boroughs :
164 out of 572 urban districts :
120 out of 475 rural districts :
28 other authorities.

Additions to the list of adoptions published last month are :

COUNTY COUNCILS

Cambridgeshire, Cardiganshire, Carmarthenshire, Cumberland, East Riding (Yorks.), East Sussex, Gloucestershire, Herefordshire, Hertfordshire, Huntingdonshire, Kent, Norfolk, Northumberland, Pembrokeshire, Salop, Surrey, West Sussex, Worcestershire.

COUNTY BOROUGHS

Bath, Blackpool, Bristol, Burnley, Exeter, Gloucester, Halifax, Hastings, Newcastle-on-Tyne, Norwich, Nottingham, Smethwick, South Shields, Tynemouth, Warrington, West Bromwich, Wolverhampton.

METROPOLITAN BOROUGHS

Battersea, Greenwich, Hammersmith, Kensington, Lambeth, Woolwich.

NON-COUNTY BOROUGHS

Abingdon, Arundel, Banbury, Barnstaple, Bebington, Beccles, Beckenham, Berwick-upon-Tweed, Bexhill, Bridport, Chard, Chatham, Chelmsford, Chichester, Chippenham, Ealing, Edmonton, Evesham, Fleetwood, Glastonbury, Guildford, Hertford, Jarrow, Loughborough, Lydd, Macclesfield, Maldon, Morecambe and Heysham, Penryn, Peterborough, Poole, Queenborough, Rawtenstall, Redcar, Richmond (Yorks.), Ruthin, St. Albans, Stockton-on-Tees, Tenterden, Tewkesbury, Thornaby-on-Tees, Torquay, Tottenham, Wells, Weymouth, Widnes, Wimbledon, Worksop.

URBAN DISTRICTS

Ashburton, Ashford, Atherton, Audenshaw, Billericay, Billingham, Bishop's Stortford, Boldon, Braintree and Bocking, Brownhills, Bude-Stratton, Burgess Hill, Burnham-on-Crouch, Carshalton, Chester-le-Street, Chigwell, Cirencester, Cockermouth, Conisbrough, Consett, Crayford, Crewkerne, East Dereham, Ebbw Vale, Ely, Farnham, Festiniog, Frimley and Camberley, Frinton and Walton, Garforth, Golborne, Great Harwood, Halstead, Haslemere, Heanor, Heckmondwike, Hexham, Horbury, Horsham, Ilfracombe, Ince-in-Makerfield, Irlam, Kingswood, Lakes, Mangotsfield, March, Merton and Morden, Minchead, Mirfield, Newburn, Newhaven, Newton-le-Willows, Northfleet, Norton Radstock, Ogmore and Garw, Ormskirk, Penge, Portslade, Potters Bar, Queensbury and Shelf, Rainford, Rickmansworth, Rugeley, Sandbach, Sheerness, Shepton Mallet, Solihull, Southborough, Sowerby Bridge, Stanley (Durham), Stevenage, Thurrock, Trowbridge, Walton and Weybridge, Wantage, Washington, Windermere, Woking, Worsley.

RURAL DISTRICTS

Alnwick, Alston-with-Garrigill, Amersham, Andover, Axbridge, Basingstoke, Bathavon, Battle, Bedford, Braughing, Bridgwater, Chanctonbury, Chelmsford, Cheltenham, Chesterton, Cuckfield, Dartford, Deudraeth, Devizes, Docking, Doncaster, Dorking and Horley, Easington, East Ashford, Easthampstead, Erpingham, Eton, Freebridge Lynn, Godstone, Halstead, Haverfordwest, Hawarden, Highworth, Hollingbourn, Kingsclere and Whitchurch, Limehurst, Maldon, Malling, Malton, Mildenhall, North Cotswold, North Witchford, Ogwen, Petworth, Ruthin, St. Albans, St. Faiths and Aylsham, St. Ives (Hunts.), St. Neots, Shepton Mallet, Sherborne, Sodbury, Strood, Sturminster, Swaffham, Thedwastre, Thingoe, Thornbury, Wath, Wells, West Dean, West Lancashire, Wigan, Wigton, Worthing.

OTHER AUTHORITIES

Doncaster and Tickhill Joint Water Board, Isle of Wight Rodent Control Joint Committee, North Eastern (No. 6) Area County Durham Assessment Committee, Shoreham Harbour Trustees, South Devon Assessment Committee, South Shields County Borough Assessment Committee, Swinton and Mexborough Gas Board, Tees Valley Water Board.

So far, only 25 local authorities have refused to adopt the report, and of these five—Burnley C.B., Bebington B., Redcar B., Brightlingsea U.D., and Easthampstead R.D., later decided, in response to representations, to reverse their original decision and adopt the Charter in full. Action will be taken in respect of the remaining 20.

An indication of the strength of support for the Charter throughout the country was provided when Crompton urban district council (Lancashire) decided to circulate to 1,506 local authorities throughout the country a resolution protesting against it and inviting their support. It obtained the support of 26 only—and, athough authorities not in agreement with the Crompton resolution were asked not to reply, 121 did so, saying that they had adopted the Charter.

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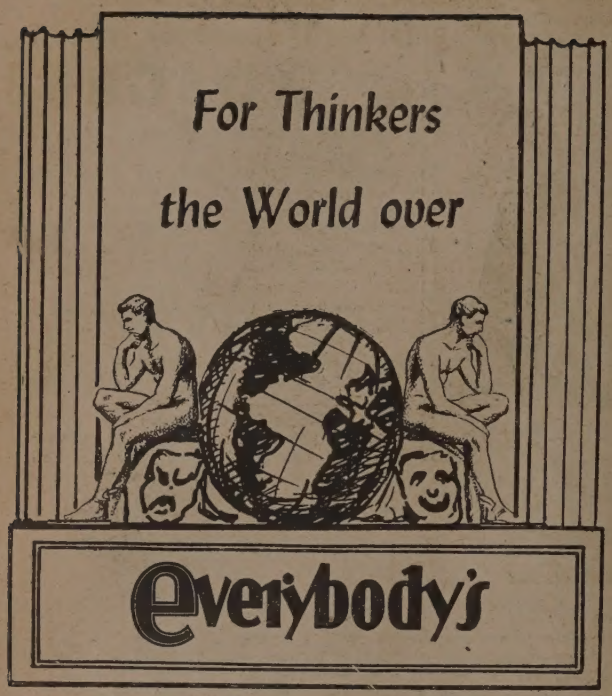

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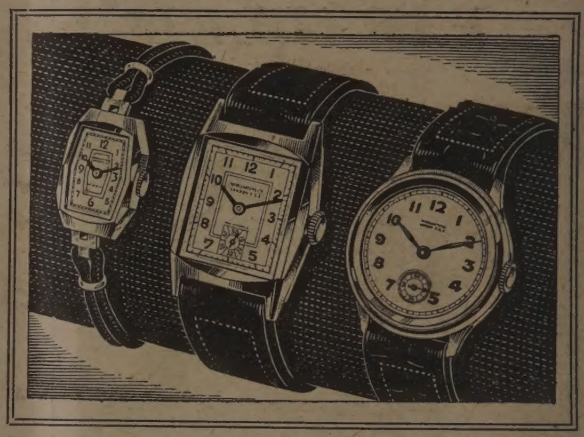

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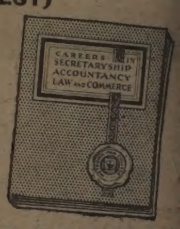

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